



SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

SAP C THR12 67

Version Demo

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QUESTION NO: 1

A customer needs a report which combines time wage types generated from time evaluation with employees' pay data from IT0008 (Basic Pay). What do you propose?

- A.** Create an individual report based on the logical database PNPCE
- B.** Use standard report RPTABS20 (Absence and Attendance Data Overview)
- C.** Create an individual cluster report
- D.** Use standard report RPTBAL00 (Cumulated Time Evaluation Results)

ANSWER: A**QUESTION NO: 2**

Which of the following is a wage type characteristic?

- A.** Evaluation path
- B.** Counting rule
- C.** Time constraint
- D.** Operation indicator

ANSWER: D**QUESTION NO: 3**

You are running a hiring action. Integration is active between Personnel Administration (PA) and Organizational Management (OM). As a result of this integration, which fields on IT0001 Organizational Assignment cannot be maintained directly? (Select three)

- A.** Position
- B.** Personnel Area
- C.** Cost Center
- D.** Job Key
- E.** Organizational Unit

F. Company

ANSWER: C D E

QUESTION NO: 4

How can set operations be used in Ad Hoc Query? (Choose two)

- A. To create intersections or unions
- B. To filter by negative selections
- C. To analyze trends
- D. To choose reporting output fields

ANSWER: A B

QUESTION NO: 5

Which required object types are used when setting up an organizational structure? (Choose two)

- A. Organizational units
- B. Positions
- C. Cost center
- D. Person

ANSWER: A B

QUESTION NO: 6

Which of the following will ensure that a position can have only one Vacancy infotype record valid for any given period?

- A. Infotype Maintenance
- B. Time Constraint
- C. Validity Period
- D. Object Characteristics

ANSWER: B

QUESTION NO: 7

Which logical database must you use to create infosets exclusively for Organizational Management data?

- A. PNP
- B. PCH
- C. PNPCE
- D. PAP

ANSWER: B

QUESTION NO: 8

How do you designate a worker as part-time?

- A. Modify the existing work schedule rule for full-time employees
- B. Update Cap.util.M (capacity utilization level) on infotype IT0008
- C. Configure absences to use clock time
- D. Configure attendances to use clock time

ANSWER: B

QUESTION NO: 9

Which processing option results in a historical infotype record being maintained in Personnel Administration? (Select two)

- A. Delete an existing record
- B. Change an existing record
- C. Delimit with a new end date
- D. Copy with date change

ANSWER: C D

QUESTION NO: 10

Which infotypes must be included in a CATS mini master personnel action? (Select two)

- A. Basic Pay (IT0008)
- B. Organizational Assignment (IT0001)
- C. Personal Data (IT0002)
- D. Time Recording (IT0050)

ANSWER: B C

QUESTION NO: 11

How does the system respond when you attempt to create a time entry prior to the earliest retro accounting period on the payroll control record?

- A. The time entry is not created but time data is recalculated back to the earliest retro accounting period
- B. The time entry is created and the time data is recalculated back to the earliest retro accounting period
- C. The time entry is created and the time data is recalculated to consider the new time entry
- D. The time entry is not created and no time data is recalculated

ANSWER: D

QUESTION NO: 12

A customer requires a report for employees with qualifications according to personnel area. How can you restrict the output to display only employees who actually have qualifications?

- A. Use the filter function to search for the personnel area.
- B. Add the SPLIT_DATA_REQUIRED switch to the InfoSet.
- C. Rewrite the Ad Hoc Query definition.
- D. Add the DATA_REQUIRED switch to the InfoSet.

ANSWER: D

QUESTION NO: 13

Your employee receives a pay raise effective July 1st of the current year. Which are the recommended options for updating the employee's master data? (Select three)

- A. Execute a change of pay action.
- B. Create a new record effective July 1st.
- C. Create a new record effective July 1st and delete the old record.
- D. Copy and update the existing record effective July 1st.
- E. Change the existing record effective July 1st.

ANSWER: A B D

QUESTION NO: 14

What infotypes hold the main characteristics of object type Job (C)? (Select two)

- A. IT1005 Planned Compensation
- B. IT1000 Object
- C. IT1007 Vacancy
- D. IT0003 Description
- E. IT1001 Relationship

ANSWER: B E

QUESTION NO: 15

You want to use general structures to display a list of employees by organizational unit that includes their assignments to object type 99. To accomplish this, which evaluation path do you configure?

- A. K-S-99-O
- B. S-P-99-C
- C. O-S-P-99
- D. O-C-P-99

ANSWER: C