



# C\_THR12\_67<sup>Q&As</sup>

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

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### QUESTION 1

Which of following master data fields are named in the definition of the authorization object P\_ORGIN?

There are 3 correct answers to this question.

Response:

- A. Personnel Subarea
- B. Employee Group
- C. Employee Subgroup grouping
- D. Employee Subgroup
- E. Personnel Area

Correct Answer: BDE

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### QUESTION 2

A customer complains about errors resulting from the manual entry of wage type values and you recommend using indirect valuation as a solution.

Which infotypes can use indirect valuation of wage types? Please choose the correct answer. Response:

- A. IT0008 Basic Pay IT0014 Recurring Payments/Deductions IT0015 Additional Payments
- B. IT0014 Recurring Payments/Deductions IT0015 Additional Payments IT2010 Employee Remuneration Info
- C. IT0008 Basic Pay IT0057 Membership Fees IT2010 Employee Remuneration Info
- D. IT0083 Leave Compensation IT0416 Quota Compensation IT2010 Employee Remuneration Info

Correct Answer: A

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### QUESTION 3

You created a new absence type. You want this absence type to deduct from an absence quota.

Which Customizing steps are required to achieve this?

There are 2 correct answers to this question.

Response:

- A. Assign screen 2001 to the absence type.
- B. Select the absence Quota Deduction checkbox.



- C. Assign the new absence type to a deduction rule.
- D. Set the absence type grouping to 1.

Correct Answer: AB

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#### QUESTION 4

A customer wants to generate reports on payroll results in Ad Hoc Query. Which steps do you need to configure to create payroll results infotypes? There are 3 correct answers to this question.

Response:

- A. Import cluster data into IT0267 (Additional Off-Cycle Payments)
- B. Create and generate payroll infotypes
- C. Assign calculation rules to payroll infotypes
- D. Assign wage types to evaluation wage types
- E. Define evaluation wage types

Correct Answer: BDE

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#### QUESTION 5

A personnel administrator encountered problems when processing a new hire action. Some infotypes were not presented during the hiring action. As a result, the personnel administrator had to create the skipped infotypes in PA30 after the action was completed. Which of the following solves this problem?

- A. Assign the correct reference user group to the new personnel administrator in table T526.
- B. Assign the infogroup for the hiring action to the new personnel administrator in table T526.
- C. Assign the user parameter UGR correctly in the user master data.
- D. Assign sufficient authorizations to create the missing infotypes during an action.

Correct Answer: C

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