



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

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

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### QUESTION 1

What can employees do using the standard Employee Self-Service? Please choose the correct answer. Response:

- A. Change their permanent address
- B. Change their work schedule rule
- C. Change their office location
- D. Change their position title

Correct Answer: A

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### QUESTION 2

Which planning statuses are available when creating new organizational objects? Please choose the correct answer.

Response:

- A. -Submitted -Active -Vacant -Rejected -Obsolete
- B. -Vacant
- Approved
- Obsolete
- Active
- Rejected
- C. -Planned -Submitted -Rejected -Active -Approved
- D. -Submitted -Approved -Obsolete -Active -Rejected

Correct Answer: C

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### QUESTION 3

A customer wants to store pay scale data on IT0008 (Basic Pay) for their employees. Which configuration steps are necessary? Please choose the correct answer.

Response:

- A. Define a pay scale group, pay scale level, and basic pay wage type with the module variant A for ARBPL.
- B. Define a pay scale type and pay scale area, an employee subgroup grouping for collective agreement provision, and



a pay scale group for the employees.

C. Define a pay scale type and pay scale area, a personnel subarea grouping for collective agreement provision, and a pay scale group for the employees.

D. Define a pay scale group and an employee subgroup grouping for collective agreement provision, and the feature LGMST.

Correct Answer: B

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#### QUESTION 4

A customer complains about errors resulting from the manual entry of wage type values. You recommend using indirect valuation as a solution. Which of the following infotypes can use indirect valuation of wage types?

A. IT0014 Recurring Payments/Deductions IT0015 Additional Payments IT0027 Cost Distribution

B. IT0008 Basic Pay IT0014 Recurring Payments/Deductions IT0015 Additional Payments

C. IT2002 Attendances IT0416 Quota Compensation IT2010 Employee Remuneration Info

D. IT0008 Basic Pay IT0027 Cost Distribution IT2006 Leave Quota

Correct Answer: B

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#### QUESTION 5

A personnel calculation rule can contain only one calculation formula.

Please choose the correct answer.

Response:

A. True

B. False

Correct Answer: B

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