



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

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

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### QUESTION 1

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

Correct Answer: D

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### QUESTION 2

Which of the following PA infotypes can be maintained through standard Employee Self-Service? Please choose the correct answer.

Response:

- A. IT0002 (Personal Data) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- B. IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details) IT0021 (Family Members/ Dependents)
- C. IT0000 (Actions) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- D. IT0001 (Organizational Management) IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details)

Correct Answer: B

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### QUESTION 3

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? There are 3 correct answers to this question. Response:

- 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.

Correct Answer: ABD

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#### QUESTION 4

A global company wants the field characteristics (optional, required, or hidden) on IT0001 Organizational Assignment to differ by country. How can you achieve this?

- A. Configure multiple header definitions and assign for each country.
- B. Configure country-specific infotype menus for fast entry.
- C. Maintain the feature P0001 and adjust screen modifications.
- D. Use standard HR authorization objects for infotypes.

Correct Answer: C

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#### QUESTION 5

In which area of the Organization and Staffing user interface (transaction PPOME) do you update account assignment features?

- A. In the Selection area
- B. In the Detail area
- C. In the Overview area
- D. In the Search area

Correct Answer: B

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