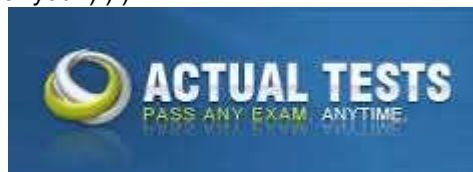# Actualtests.C_THR12_66.80.QA

C_THR12_66

SAP Certified Application Associate - Human Capital Management with SAP ERP 6.0 EHP6

❖ I passed SAP certification with 875/1000. It is always better to get help from a renowned and genuine source. I opted for the help of Examcollection.

❖ It was a great experience of my life to use the products offered by Examcollection and they gave me brilliant success. Thanks a lot.

❖ Dump questions and answers have been very supportive for clearing my concepts and forming my basics for certification exam.

❖ It is the champion of exam preparation materials, as it has proven itself the most reliable source, which will never let you down.

❖ Just wanted to say thanks for making an outstanding product!

❖ Guys!!! All my best wishes for you :):):)

Exam A

QUESTION 1
You want a report that shows the relationship between a legal entity and a person and includes their organizational unit and position. Which evaluation path would return the appropriate data using standard relationships?

A. S -> P P -> OR O -> S O -> O OR -> OR
B. P -> OR O -> S OR -> OR O -> P O -> O
C. OR -> O O -> S S -> P O -> O OR -> OR
D. OR -> P P -> O O -> S O -> O OR -> OR

Correct Answer: C
Section: (none)
Explanation

Explanation/Reference:

QUESTION 2
Which of the following functions of the Employee Subgroup Grouping for Personnel Calculation Rules?

A. Determines permissible time quota types
B. Determines permissible wage types
C. Determines the valid pay scale group and level
D. Determines the correct processing steps in payroll

Correct Answer: D
Section: (none)
Explanation

Explanation/Reference:

QUESTION 3
How do you link an employee's external time management system ID to a SAP personnel number?

A. Assign identical numbers in the external time management system and in IT0031 (Reference Personnel Numbers).
B. Create IT0050 (Time Recording) with the external time management system ID.
C. Store the external time management system ID in the field SACHZ on IT0001 (Organizational Assignment).
D. Create IT0105 (Communication) with the external time management system ID.

Correct Answer: B
Section: (none)
Explanation

Explanation/Reference:

QUESTION 4
What is the purpose of IT0302 (Additional Actions)?

A. Ensures only one personnel action can be saved per day per employee
B. Ensures only one status-changing personnel action can be saved per day per employee
C. Ensures multiple status-changing personnel actions can be saved per day per employee
D. Ensures multiple non-status changing personnel actions can be saved per day per employee

Correct Answer: D
Section: (none)
Explanation

Explanation/Reference:

QUESTION 5
You want to execute a termination action for an employee.

Which of the following infotypes should not be delimited as a standard practice?

A. IT0040 (Objects on Loan)
B. IT2006 (Absence Quotas)
C. IT0008 (Basic Pay)
D. IT0014 (Recurring Payments and Deductions)

Correct Answer: C
Section: (none)
Explanation

Explanation/Reference:

QUESTION 6
You need to create a basic organizational structure for testing purposes.

Which interfaces would allow you to create one quickly while displaying it graphically? (Choose two)

A. PO10 (Maintain Organizational Unit)
B. PPOM_OLD (Simple Maintenance)
C. PP01 (General Maintain Object)
D. PPME (Change Matrix Organization)
E. PPSC (Create General Structure)

Correct Answer: BE
Section: (none)
Explanation

Explanation/Reference:

QUESTION 7
When processing payroll, the Payroll Administrator receives the error message "Division by 0 is not possible" for one employee.

What could have caused this error?

A. The employee does not have an IT0008 (Basic Pay) with work hours per period.
B. The employee does not have a valid time management status assigned on IT0007 (Planned Working Time).
C. Feature SCHKZ defaults the wrong work schedule rule on IT0007 (Planned Working Time).
D. Feature LGMST defaults the wrong indirect amount on IT0008 (Basic Pay).

Correct Answer: A
Section: (none)
Explanation

Explanation/Reference:

QUESTION 8
You transferred objects created in Organizational Management into Personnel Administration tables using report RHINTE10.

Which of the following object tables are relevant for integration? (Choose three)

A. T527X(Organizational Units)
B. T513 (Jobs)
C. CSKS (Cost Centers)
D. T528B(Positions)
E. T777I (Infotypes Per Object Types)

Correct Answer: ABD
Section: (none)
Explanation

Explanation/Reference:

QUESTION 9
Which characteristics can be assigned to a wage type in table V_T511 (Wage Type Characteristics)?
(Choose three)

A. Indirect valuation module
B. Operation indicator (deduction wage type)
C. Rewritable
D. Processing class
E. Employee subgroup grouping for personnel calculation rule

Correct Answer: ABC
Section: (none)
Explanation

Explanation/Reference:

QUESTION 10
You want to include an employee to a company code in the Enterprise Structure. To which of the following elements would you assign this employee?

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

Correct Answer: A
Section: (none)
Explanation

Explanation/Reference:

QUESTION 11
What information can you maintain in IT0007 (Planned working time)? (Choose two)

A. Assignment of public holiday calendar
B. Dynamic assignment based on clock-in entries
C. Status of employee participation in time evaluation
D. Work schedule rule

Correct Answer: CD
Section: (none)
Explanation

Explanation/Reference:

QUESTION 12
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
Section: (none)
Explanation

Explanation/Reference:

QUESTION 13
Which report identifies and creates missing objects relevant for consistent integration between Personnel Administration and Organizational Management?

A. RHINTECHECK
B. RPUDEL20
C. RHINTE20
D. RPUDELPN

Correct Answer: C
Section: (none)
Explanation

Explanation/Reference:

QUESTION 14
A customer needs to assign different public holiday calendars in their work schedule configuration. Where is the public holiday calendar assigned?

A. Employee subgroup
B. Public holiday class
C. Organizational unit
D. Personnel subarea

Correct Answer: D
Section: (none)

Explanation

Explanation/Reference:

QUESTION 15
You want to assign leave entitlement for union groups according to their contracts. How can you configure this?

A. By creating different absence types and assigning them to the employee subgroups
B. By creating a dynamic action on IT2001 (Absences) to input the default values for the quota
C. By assigning a base entitlement rule to the Work Contract field on IT0001 (Organizational Assignment)
D. By assigning quota type selection rule groups and generating absence quotas

Correct Answer: D
Section: (none)
Explanation

Explanation/Reference:

QUESTION 16
You want to structurally display organizational units and persons along the organizational structure.

Which evaluation path will allow you to do this?

A. O A003 S O B002 P
B. O B003 S S A008 P O B002 O
C. O A008 P
D. O A003 C C A008 P O B002 O

Correct Answer: B
Section: (none)
Explanation

Explanation/Reference:

QUESTION 17
After installing the latest support packages to a test system you are facing a runtime error when running report RPPSTM00 (HR Master Data Sheet). You know that this report has not been modified.

What should you do first?

A. Ask an ABAP developer to correct the error.
B. Ask SAP Basis team to re-install the support packages.
C. Check in the SAP support portal for relevant SAP notes.
D. Report the problem to SAP.

Correct Answer: C
Section: (none)
Explanation

Explanation/Reference:

QUESTION 18
You must generate payroll periods for weekly, biweekly and monthly paid employees. Which entries do you include on the generation screen? (Choose two)

A. Employee subgroup
B. Payday rule
C. Payroll area
D. Period parameters

Correct Answer: BD
Section: (none)
Explanation

Explanation/Reference:

QUESTION 19
When an employee enters absence hours in Cross Application Time Sheet (CATS), you need to generate an error message in case of insufficient quota balance. Which of the following steps must be included in the configuration to accomplish this? (Choose two)

A. CATS data entry profile
B. CATS field validation
C. Absence counting rule
D. Absence Infotype
E. Absence valuation rule

Correct Answer: AC
Section: (none)
Explanation

Explanation/Reference:

QUESTION 20
Substitution types for IT2003 (Substitution) can be configured to accomplish which of the following results? (Choose two)

A. To suggest a default alternate period work schedule (PWS) based on new clock times.
B. To suggest an alternate holiday calendar based on the substitute work schedule.
C. To ensure a regular night shift premium is paid to an employee if they are asked to work the day shift.
D. To ensure a regular night shift premium is not paid to an employee when they request the day shift.

Correct Answer: CD
Section: (none)
Explanation

Explanation/Reference:

QUESTION 21
Which of the following elements do you need to configure to create a new Absence counting rule? (Choose two)

A. A personnel subarea grouping for time quota types
B. An employee subgroup grouping for time quota types
C. An employee subgroup grouping for work schedules
D. A personnel subarea grouping for leave types

Correct Answer: AB
Section: (none)
Explanation

QUESTION 22
What infotypes hold the main characteristics of object type Job (C)? (Choose two)

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

Correct Answer: BE
Section: (none)
Explanation

Explanation/Reference:

QUESTION 23
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
Section: (none)
Explanation

Explanation/Reference:
Corrected.

QUESTION 24
A customer needs to make significant adjustments to their existing organizational structure. How would you proceed?

A. Copy the current organizational plan into a new plan version and make the adjustments.
B. Create an evaluation path with a new plan version.
C. Copy the enterprise structure into a new plan version and make the adjustments.
D. Copy the current active objects into the rejected status and create new objects.

Correct Answer: A
Section: (none)
Explanation

Explanation/Reference:

QUESTION 25
An employee works on an internal project for one month. For this period, his personnel costs must be charged to a different cost center but he must remain assigned to the same position in Organizational Management (OM). What is the recommended approach?

A. Assign a new cost center to the position through IT1001 (Relationship).
B. Change the cost center in IT0001 (Organizational Assignment).

C. Maintain the cost center in IT0027 (Cost Distribution).
D. Change the cost center in IT1018 (Cost Distribution).

Correct Answer: C
Section: (none)
Explanation

Explanation/Reference:

QUESTION 26
A customer wants to pay a cost of living allowance valued at between 2% and 5% of an employee's basic pay. How would you configure the wage type?

A. Assign the indirect valuation module ANSAL and an amount on V_T510 (Pay Scale Groups).
B. Assign the indirect valuation module TARIF and an amount on V_T510 (Pay Scale Groups).
C. Assign the indirect valuation module PRZNT as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).
D. Assign the indirect valuation module SUMME as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).

Correct Answer: C
Section: (none)
Explanation

Explanation/Reference:

QUESTION 27
You assign indirect valuation module TARIF to a wage type on table T511 (Wage Type Characteristics) to accomplish which outcome on IT0008 Basic Pay?

A. Propose the employee's pay scale group and level from T510
B. Propose wage type amounts from T510
C. Determine the amount of the Annual salary (ASAL)
D. Determine the amount of the Benefit salary (BSAL)

Correct Answer: B
Section: (none)
Explanation

Explanation/Reference:

QUESTION 28
The customer does need all of the infotypes shown in PA30. How do you set up PA30 to only show the infotypes required by the user?

A. Remove the infotypes from the infotype menu.
B. Remove the infotypes by changing the screen header.
C. Remove the infotypes from P_ORGIN from the authorization roles of the users.
D. Remove the infotypes from the infogroup.

Correct Answer: A
Section: (none)
Explanation

Explanation/Reference:

QUESTION 29
Which of the following definitions are part of the counting rule configuration? (Choose two)

A. Variants
B. Deduction Rules
C. Base Entitlement
D. Rounding Rules

Correct Answer: BD
Section: (none)
Explanation

Explanation/Reference:

QUESTION 30
A customer wants to ensure data changes on certain infotypes in the payroll past are taken into account in the next payroll run. Which indicators should you set on V_T582A (Infotype Attributes)? (Choose two)

A. Time Constraint
B. Past Entry Allowed
C. Retroactive Accounting Payroll
D. List Time Periods

Correct Answer: BC
Section: (none)
Explanation

Explanation/Reference:

QUESTION 31
Which of the following definitions is associated with both employee subgroup and personnel subarea groupings in Time Management?

A. Public holiday calendar
B. Attendance and absence types
C. Leave type
D. Work schedule

Correct Answer: D
Section: (none)
Explanation

Explanation/Reference:

QUESTION 32
A work schedule rule must include half the normal work hours on Fridays and on half-day public holidays. Absences and quota deduction are calculated in days. How would you reduce the daily quota proportionally for an absence on one of these days? (Choose three)

A. Set the counting rules to include 50% quota multiplier for hours.
B. Set the deduction rules to query the different holiday classes.
C. Set the counting rules to include a 50% quota multiplier for days.
D. Set the counting rules to query the different holiday classes.
E. Set the counting rules to query different conditions for the current day.

Correct Answer: CDE
Section: (none)
Explanation

Explanation/Reference:

QUESTION 33
A manager is in charge of two separate departments. The manager needs different access authorizations for the master data of the employees in each department. Which authorization object must be activated?

A. P_ORGINCON
B. P_APPL
C. P_PLOG
D. P_PERNR

Correct Answer: A
Section: (none)
Explanation

Explanation/Reference:

QUESTION 34
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? (Choose three)

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

Correct Answer: BCE
Section: (none)
Explanation

Explanation/Reference:

QUESTION 35
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
Section: (none)
Explanation

QUESTION 36
What is the most efficient way to assign cost centers to employees in order to reduce ongoing maintenance?

A. Assign cost center to employees directly on IT0027 (Cost Distribution).
B. Assign cost center to employees directly on IT0001 (Organizational Assignment).
C. Assign cost centers to the positions within an organizational plan.
D. Assign cost centers to the organizational units within an organizational plan.

Correct Answer: D
Section: (none)
Explanation

QUESTION 37
In which logical database are you able to restrict the InfoSet using an object type?

A. PLOGI
B. PCH
C. PAP
D. PNPCE

Correct Answer: B
Section: (none)
Explanation

QUESTION 38
You set up time evaluation to accrue absence quotas for employees at the end of each pay period. You need to adjust these quotas periodically. How could you accomplish this?

A. Change the quota field directly on IT2006 (Absence Quotas).
B. Enter the adjustment on (IT2013 Quota Corrections).
C. Use report RPTQTA00 to overwrite the absence entitlement on IT2001 (Absences).
D. Use report RPTQTA00 to overwrite the absence entitlement on IT2012 (Time Transfer Specifications).

Correct Answer: B
Section: (none)
Explanation

QUESTION 39
For the personnel number assignment, you require different number ranges for different personnel areas. Using the feature NUMKR, where would you assign the default number range?

A. In the Status field
B. In the Structure
C. In the field for decision operation
D. In the return value

Correct Answer: D
Section: (none)
Explanation

Explanation/Reference:

QUESTION 40
What is the main purpose of employee subgroup groupings in SAP Human Capital Management?

A. To act as control indicators in the personnel structure
B. To control HR data access using authorization roles
C. To define the selection criteria for absences and attendances
D. To control default values for infotype fields

Correct Answer: A
Section: (none)
Explanation

Explanation/Reference:

QUESTION 41
Which element is mandatory in daily work schedule configuration?

A. Daily work schedule class
B. Daily work schedule selection rule
C. Minimum working time
D. Core times

Correct Answer: A
Section: (none)
Explanation

Explanation/Reference:

QUESTION 42
An administrator needs to change the planned working time for an employee. The temporary new work schedule is different from the working time associated with any existing work schedule rule or any daily work schedules. Which substitution element would you populate on IT2003 (Substitutions)?

A. The daily work schedule variant
B. The work schedule rule
C. A different payment according to position
D. The working time

Correct Answer: D
Section: (none)
Explanation

Explanation/Reference:

QUESTION 43
You want to repeat the process of finding additional objects along the subordinate organizational structure. What would you add to the following evaluation path?

O B003 S
S B003 A

A. O B012 S
B. A A002 O
C. O B002 O
D. O B002 A

Correct Answer: C
Section: (none)
Explanation

Explanation/Reference:

QUESTION 44
Which of following master data fields are named in the definition of the authorization object P_ORGIN?
(Choose three)

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

Correct Answer: BDE
Section: (none)
Explanation

Explanation/Reference:
Still Reliable.

QUESTION 45
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? (Choose two)

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
Section: (none)
Explanation

Explanation/Reference:

QUESTION 46
A customer wants to use relationships to accurately depict their organizational structure.

Which of the following standard relationships and time constraints exists between organizational objects?

A. A Position (S) can belong to multiple Organizational Units (O).

B. A Position (S) can be described by multiple Jobs (C).
C. An Organizational Unit (O) can incorporate multiple Jobs (C).
D. A Job (C) can describe multiple Positions (S).

Correct Answer: D
Section: (none)
Explanation

Explanation/Reference:

QUESTION 47
Which two switches are mandatory to activate the integration between Personnel Administration and Organizational Management? (Choose two)

A. PLOGI ORGA
B. PLOGI PLOGI
C. PLOGI EVENB
D. PLOGI EVPAC
E. PLOGI PRELI

Correct Answer: AB
Section: (none)
Explanation

Explanation/Reference:

QUESTION 48
What is the purpose of IT0105 (Communication)? (Choose two)

A. To determine the default language for employee communication
B. To store employee telephone numbers and e-mail addresses
C. To activate the functions in the Business Workplace
D. To assign system user names to personnel numbers

Correct Answer: BD
Section: (none)
Explanation

Explanation/Reference:

QUESTION 49
A customer wants to improve data accuracy by assigning values in Organizational Management (OM) that default into Personnel Administration (PA). Which of the following values can be imported from OM into PA? (Choose three)

A. Weekly Working Hours on IT0007 (Planned Working Time)
B. Work Schedule Rule on IT0007 (Planned Working Time)
C. Planned Compensation on IT0008 (Basic Pay)
D. Cost Center on IT0001 (Organizational Assignment)
E. Employee Subgroup on IT0001 (Organizational Assignment)

Correct Answer: CDE
Section: (none)
Explanation

Explanation/Reference:

QUESTION 50
How can you update the employment status of an employee?

A. By using the Change Entry/Leaving Date utility in transaction PA30
B. By setting the employee's position to obsolete in PP01
C. By running a personnel action using transaction PA40
D. By using the Change Payroll Status utility in transaction PA30

Correct Answer: C
Section: (none)
Explanation

Explanation/Reference:

QUESTION 51
You want to provide a real-time report on personnel data. Which reporting tools would you use to create this report? (Choose two)

A. Report Writer
B. SAP NetWeaver Business Warehouse
C. Ad Hoc Query
D. SAP Query

Correct Answer: CD
Section: (none)
Explanation

Explanation/Reference:
Valid.

QUESTION 52
Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS?

A. In the Documentation
B. In the Country Assignment
C. In the Administrative Data
D. In the Structure

Correct Answer: D
Section: (none)
Explanation

Explanation/Reference:

QUESTION 53
What is the purpose of the organizational key on infotype 0001 (Organizational Assignment)? (Choose two)

A. It can be a key field for a Customizing table.
B. It displays the dotted-line reporting relationship.
C. It can function as additional selection criteria on standard reports.
D. It stores values for additional authorization checks.

Correct Answer: CD
Section: (none)
Explanation

QUESTION 54
Standard SAP ERP Organizational Management integrates with which of the following areas? (Choose two)

A. Workflow
B. Plant Maintenance
C. Project Systems
D. Sales and Distribution
E. Controlling

Correct Answer: AE
Section: (none)
Explanation

QUESTION 55
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? (Choose three)

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

Correct Answer: CDE
Section: (none)
Explanation

QUESTION 56
You have defined one infogroup for a new hire action. You want to distinguish between the infotypes presented for employees in different personnel areas. Which feature would you configure to accomplish this?

A. ABKRS
B. IGMOD
C. PINCH
D. TARIF

Correct Answer: B
Section: (none)
Explanation

QUESTION 57
Which of the following are standard prerequisites for an employee to use the Manager's Self Service?

(Choose three)

A. The organizational structure has been developed for the company.
B. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).
C. The employee holds the chief position of an organizational unit.
D. The employee has an active user ID assigned on IT0105 (Communication).
E. The employee has authorization to use PA20 (Display Master Data) to display their employees' data.

Correct Answer: ACD
Section: (none)
Explanation

Explanation/Reference:

QUESTION 58
Which options can you use to determine default values for the pay scale type and area on IT0008 (Basic Pay)? (Choose three)

A. The feature LGMST
B. The table V_001P_C (IMG: Check Assignment of Pay Scale Structure to Enterprise Structure)
C. The module TARIF
D. The feature TARIF
E. The infotype 1005 (Planned Compensation)

Correct Answer: BDE
Section: (none)
Explanation

Explanation/Reference:

QUESTION 59
During the payroll run, you discover that some employees are missing from the run but no warning or error messages are displayed. Which items would you check to find out why? (Choose two)

A. Payroll control record for incorrect personnel numbers
B. IT0008 (Basic Pay) for incorrect pay scale type/area assignment
C. IT0001 (Organizational Assignment) for incorrect payroll area assignment
D. IT0000 (Personnel Actions) for incorrect employment status

Correct Answer: CD
Section: (none)
Explanation

Explanation/Reference:

QUESTION 60
A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units. What would you recommend?

A. Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.
B. Use a sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.
C. Use a structural report, select employees by organizational unit, and use an evaluation path containing only persons.

D. Use a sequential report, select employees by personnel numbers, and use an evaluation path containing organizational units and persons.

Correct Answer: A
Section: (none)
Explanation

Explanation/Reference:

QUESTION 61
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
Section: (none)
Explanation

Explanation/Reference:

QUESTION 62
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
Section: (none)
Explanation

Explanation/Reference:

QUESTION 63
Your employee receives a pay raise effective July 1st of the current year. What is the recommended way to update IT0008 (Basic Pay)?

A. Choose the Delimit function and change the end date to June 30th.
B. Change the existing record effective July 1st.
C. Create a new record effective July 1st and delete the old record.
D. Create a new record effective July 1st.

Correct Answer: D
Section: (none)
Explanation

Explanation/Reference:

QUESTION 64
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. Add the SPLIT_DATA_REQUIRED switch to the report selection.
B. Add the DATA_REQUIRED switch to the InfoSet.
C. Rewrite the Ad Hoc Query definition.
D. Use the filter function to search for the personnel area.

Correct Answer: B
Section: (none)
Explanation

Explanation/Reference:

QUESTION 65
Which views are available in the Time Manager's Workplace?

A. · Multi-Day
   · Multi-Person
   · One Day View
B. · Detail Maintenance
   · Multi-Day
   · Multi-Person
C. · Expert Mode
   · Team View
   · Multi-Day
D. · Team View
   · One Day View
   · Detail Maintenance

Correct Answer: A
Section: (none)
Explanation

Explanation/Reference:

QUESTION 66
An employee was on vacation. In addition to entering a vacation absence record, the employee also wants
to create an overtime record on the same day. Which elements must be configured to prevent this
scenario? (Choose two)

A. The reaction indicator
B. The absence/attendance class
C. The time constraint class
D. The collision class
E. The availability indicator

Correct Answer: AC
Section: (none)
Explanation

Explanation/Reference:
Answer is renovated.

QUESTION 67
A customer requires that an absence type for a doctor's appointment can only be entered for part of a day
and also reduces a quota. How do you configure Absence Input Checks and Entry Screens for the absence
type in Customizing to meet this requirement? (Choose two)

A. Leave both the minimum and maximum duration fields blank.
B. Assign a fraction of a day in the minimum duration field.
C. Assign screen 2001 for quota deduction.
D. Leave the minimum duration field blank and enter 999 for the maximum duration limit.

Correct Answer: AC
Section: (none)
Explanation

Explanation/Reference:

QUESTION 68
You have two time administrators. Both use the Time Manager's Workplace. One maintains time entries
and runs time evaluation while the other should only maintain time entries. How can you ensure that each
time administrator only has access to the functions they require? (Choose two)

A. Assign the correct profile to each administrator.
B. Create different profiles for each one of the time administrators.
C. Assign administrators to different administrator groups in table T526.
D. Assign different profiles in feature PINCH.

Correct Answer: AB
Section: (none)
Explanation

Explanation/Reference:

QUESTION 69
A customer wants to generate a report to analyze trends in employee headcount over the past five years.
Which reporting tool do you recommend?

A. Ad Hoc Query
B. InfoSet Query
C. Human Resource Information System (HIS) Query
D. Business Warehouse (BW) Query

Correct Answer: D
Section: (none)
Explanation

Explanation/Reference:

QUESTION 70
What must you define to create and edit a custom object into the Organization and Staffing Interface
(PPOME)? (Choose two)

A. Search node for the new object
B. Interaction tools
C. Service request(s) with evaluation path
D. Column groups with header types
E. Tab page definition

Correct Answer: AC
Section: (none)
Explanation

QUESTION 71
You need to set up a reminder to notify the customer about the expiry of probation periods of employees one month in advance. The probation period is 3 months. What do you need to do? (Choose two)

A. Define default values with DATAR feature.
B. Select Lead/Follow-Up Time and Operator Values on IT0041 (Date Specifications).
C. Set up a background job of the Date Monitoring report.
D. Set up a dynamic action that creates an IT0019 (Monitoring of Tasks) record during a hiring or rehiring action.

Correct Answer: CD
Section: (none)
Explanation

Explanation/Reference:

QUESTION 72
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

Correct Answer: B
Section: (none)
Explanation

Explanation/Reference:

QUESTION 73
Which processing option results in a historical infotype record being maintained in Personnel Administration? (Choose two)

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

Correct Answer: CD
Section: (none)
Explanation

Explanation/Reference:

QUESTION 74
Employees have half-day public holidays that need to be included in their work schedules.

Rule	No.	Holiday class b123456789	Holiday cl.next day b123456789	Weekday 1234567	Variant
01	01	...X........	XXXXXXXXX	XXXXXXX	B

How can you incorporate rule number 01 as shown in the graphic in the daily work schedule (DWS) configuration? (Choose two)

A. Configure a DWS variant B for the shorter days.
B. Configure a daily work schedule with DWS selection rule 01.
C. Assign the DWS to a new period work schedule for half days.
D. Configure a DWS with zero planned hours on public holidays.

Correct Answer: AB
Section: (none)
Explanation

Explanation/Reference:

QUESTION 75
A customer wants to generate different absence quotas for union employees in different personnel areas using report RPTQTA00 (Generate Absence Quotas). Which steps must be completed to meet this requirement?

A. Configure Quota Overview (PT50) and configure table T559L (Quota Configuration Selection Rules).
B. Configure schema TQTA (Generate Absence Quotas) and run program RPTIME00 (Time Evaluation).
C. Configure table T559L (Quota Configuration Selection Rules) and configure feature QUOMO (Determination of Quota Type Selection Rule Group).
D. Configure feature QUOMO (Determination of Quota Type Selection Rule Group) and run program RPTBPC10 (Leave Accrual and Quota Deduction).

Correct Answer: C
Section: (none)
Explanation

Explanation/Reference:

QUESTION 76
What information does the relationship specification (A/B) provide?

A. Sequence of related objects
B. Direction of relationships
C. Planning status of relationships
D. Priority of related objects

Correct Answer: B
Section: (none)

Explanation

Explanation/Reference:

QUESTION 77
When would you use an existing work schedule rule as the basis for a part-time work schedule without additional configuration?

A. Current schedulE. Monday-Thursday (8 hours) and Friday (4 hours) New schedulE. Monday - Friday (7.2 hours)
B. Current schedulE. Monday-Thursday (10 hours) New schedulE. Monday - Thursday (6 hours)
C. Current schedulE. Monday-Thursday (9 hours) and Friday (4 hours) New schedulE. Monday - Friday (4 hours)
D. Current schedulE. Monday - Friday (8 hours) New schedulE. Monday, Wednesday, and Friday (8 hours)

Correct Answer: B
Section: (none)
Explanation

Explanation/Reference:

QUESTION 78
The employment percentage for an employee in infotype 0007 (Working Times) is updated. You want to ensure that infotype 0008 (Basic Pay) is presented to the user for verification. How can you accomplish this? (Choose two)

A. Create a dynamic action on infotype 0007
B. Use feature P0008
C. Create a personnel action for change of employment percentage and include infotype 0007 and infotype 0008
D. Implement the logic in user exit ZXPADU01

Correct Answer: AC
Section: (none)
Explanation

Explanation/Reference:

QUESTION 79
Which is the typical sequence of steps in an ASAP roadmap?

A. · Business Blueprint
   · Project Preparation
   · Final Preparation
   · Realization
   · Go Live Support
B. · Project Preparation
   · Business Blueprint
   · Realization
   · Final Preparation
   · Go Live Support
C. · Project Preparation
   · Final preparation
   · Business Blueprint
   · Realization
   · Go Live Support
D. · Project Preparation
   · Realization

· Business Blueprint
· Final Preparation
· Go Live Support

Correct Answer: B
Section: (none)
Explanation

Explanation/Reference:
Absolutely correct.

QUESTION 80
You are setting up a time management process where all times are recorded. You want to allow the administrator to maintain alternate work schedules. Which method would you choose?

A. Positive time management with the addition of IT2004 (Availability)
B. Negative time management with the addition of IT2004 (Availability)
C. Negative time management with the addition of IT2003 (Substitutions)
D. Positive time management with the addition of IT2003 (Substitutions)

Correct Answer: D
Section: (none)
Explanation

Explanation/Reference: