

C_THR12_67^{Q&As}

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

Pass SAP C_THR12_67 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

https://www.certbus.com/c_thr12_67.html

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by SAP Official Exam Center

- ⚙️ **Instant Download** After Purchase
- ⚙️ **100% Money Back** Guarantee
- ⚙️ **365 Days** Free Update
- ⚙️ **800,000+** Satisfied Customers



QUESTION 1

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? Please choose the correct answer.

Response:

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

Correct Answer: A

QUESTION 2

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

QUESTION 3

In a standard system, which infotypes are available to distribute costs in SAP Time Management? There are 3 correct answers to this question.

Response:

- A. Time Events (IT2011)
- B. Timesheet defaults (IT0315)
- C. Employee Remuneration (IT2010)
- D. Substitutions (IT2003)
- E. Cost Assignments (IT0027)

Correct Answer: BCE

QUESTION 4

What authorization object restricts a user's access to their own data? Please choose the correct answer. Response:

- A. P_ORGXX
- B. P_ORGIN
- C. P_PERNR
- D. P_PLOG

Correct Answer: C

QUESTION 5

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

QUESTION 6

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

QUESTION 7

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

QUESTION 8

A customer needs to assign different public holiday calendars in their work schedule configuration. To which part of the HR structure is the public holiday calendar assigned? Please choose the correct answer. Response:

- A. Organizational structure
- B. Personnel structure
- C. Employee structure
- D. Enterprise structure

Correct Answer: D

QUESTION 9

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

QUESTION 10

You need to create a basic organizational structure for testing purposes. Which interfaces would allow you to create one

quickly while displaying it graphically? There are 2 correct answers to this question. Response:

- 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

QUESTION 11

A customer needs to ensure the correct pay scale type and area is entered on IT0008 (Basic Pay). What could you configure to achieve this? There are 2 correct answers to this question.

Response:

- A. Define default values on IT2010 (Employee Remuneration)
- B. Configure module TARIF
- C. Assign pay scale type and area to personnel area/subarea
- D. Define default values on IT1008 (Account Assignment Features)
- E. Configure feature TARIF

Correct Answer: CE

QUESTION 12

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

QUESTION 13

A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment. What are relevant configuration steps to accomplish this? Please choose the correct answer. Response:

- A. Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0416 (Quota Compensation)
- B. Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run
- C. Maintain counting class information for the absence and assign relevant wage types in IT0014 (Recurring Payments/Deductions)
- D. Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages)

Correct Answer: B

QUESTION 14

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

Please choose the correct answer.

Response:

- 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

QUESTION 15

You can value absences as if the employee had already worked.

Please choose the correct answer.

Response:

- A. True
- B. False

Correct Answer: A

[Latest C_THR12_67 Dumps](#) [C_THR12_67 VCE Dumps](#)

[C_THR12_67 Exam Questions](#)