



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

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### QUESTION 1

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

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### QUESTION 2

A customer has created a customer-specific internal object in Organizational Management. How can you customize the relationships between this new object and objects delivered by SAP? There are 2 correct answers to this question.

Response:

- A. Configure either the A or B relationship.
- B. Configure both the A and B relationships.
- C. Create an allowed relationship between objects.
- D. Add your new object type to the customer specific table.

Correct Answer: BC

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### QUESTION 3

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

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### QUESTION 4



You assign indirect valuation module TARIF to a wage type on table T511 (Wage Type Characteristics) to accomplish which outcome on IT0008 Basic Pay? Please choose the correct answer.

Response:

- 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

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#### QUESTION 5

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?

Please choose the correct answer.

Response:

- 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

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#### QUESTION 6

Which of the following elements do you need to configure to create a new Absence counting rule? There are 2 correct answers to this question.

Response:

- 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

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#### QUESTION 7

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

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#### QUESTION 8

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

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#### QUESTION 9

You want to use general structures to display a list of employees by organizational unit that includes their assignments to object type 99.

To accomplish this, which evaluation path do you configure? Please choose the correct answer.

Response:

- A. K-S-99-O
- B. S-P-99-C
- C. O-S-P-99
- D. O-C-P-99

Correct Answer: C

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**QUESTION 10**

Which groupings are used to define the most important control indicators for Time and Payroll? Please choose the correct answer.

Response:

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

Correct Answer: C

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**QUESTION 11**

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

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**QUESTION 12**

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

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**QUESTION 13**



You need to evaluate your entire company structure including positions and persons. However, you want to exclude positions from the output.

What evaluation path would you use to do this?

Please choose the correct answer.

Response:

- A. O-S-P Skip P
- B. O-S-P Skip S
- C. O-S-P Skip O
- D. O-P-C Skip C

Correct Answer: B

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#### QUESTION 14

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 15

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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