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**Exam** : **C-THR12-67**

**Title** : SAP Certified Application  
Associate - SAP HCM with ERP  
6.0 EHP7

**Vendor** : SAP

**Version** : DEMO

NO.1 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.

**Answer:** D

NO.2 An employee is on vacation. In addition to entering a vacation absence record, the employee also attempts to create an overtime record on the same day.

Which Time Constraint Class Reaction indicator do you assign to the absence and attendance type to prohibit this?

Please choose the correct answer.

Response:

- A. A - The old record is delimited and the new record is created. All collisions are displayed.
- B. W - You can create a new record, but the record remains unchanged. All collisions are displayed.
- C. N - You can create a new record, but the record remains unchanged. Collisions are not displayed.
- D. E - The new record cannot be added and the system issues an error message. All collisions are displayed.

**Answer:** D

NO.3 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

**Answer:** B

NO.4 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

**Answer:** A

NO.5 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.

**Answer:** B,C

NO.6 A US company wants specific field characteristics (optional, required, hidden) to be different for some areas of the organization. How can you achieve this?

Please choose the correct answer.

Response:

A. Maintain the ADDR5 feature to determine screen control for foreign addresses.

B. Set up an Infotype menu for fast data entry.

C. Configure multiple header definition settings for use on the Header Structure per Infotype table.

D. Adjust the screen modifications in the Infotype Screen Control table.

**Answer:** D

NO.7 When a master data record is maintained, which options result in a historical record?

There are 2 correct answers to this question.

Response:

A. Copy

B. Delimit

C. Delete

D. Changes

**Answer:** A,B

NO.8 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)

**Answer:** B,C,E

NO.9 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)

**Answer:** B,E

NO.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

**Answer:** C

NO.11 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?

Please choose the correct answer.

Response:

- 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.

**Answer:** C

NO.12 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

**Answer:** D

NO.13 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

**Answer:** D

NO.14 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.

**Answer:** B

NO.15 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)

**Answer:** C,D,E

NO.16 What system switch controls the integration plan version / active plan version?

Please choose the correct answer.

Response:

- A. PLOGI PLOGI
- B. PLOGI ORGA
- C. PLOGI PRELU
- D. PLOGI PRELU

**Answer:** A