

DUMPS ARENA

SAP Certified Application Associate - Human Capital Management with SAP ERP 6.0 EHP5

SAP C THR12 65

Version Demo

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QUESTION NO: 1

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment).

What is the employee group used for? (Choose three.)

- A. As a field to determine absence and attendance types
- B. As a field in authorization checks
- C. As a field to determine the holiday calendar
- D. As a field for decisions for default values
- E. As a selection criterion for reporting

ANSWER: B D E

QUESTION NO: 2

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP. Which solutions belong to SAP HCM? (Choose three.)

- A. Capacity Planning
- B. Workforce Process Management
- C. Talent Management
- D. End User Service Delivery (MSS/ESS)
- E. Task and Resource Management

ANSWER: B C D

QUESTION NO: 3

Which of the following components are included in SAP ERP Talent Management?

(Choose three.)

- A. Learning Solution

- B. Pension Management
- C. SAP E-Recruiting
- D. Time Management
- E. Performance Management

ANSWER: A C E

QUESTION NO: 4

A customer wants to implement SAP Payroll and asks you to determine how many payroll areas they will need. Which criteria do you consider to complete this task? (Choose two.)

- A. The pay frequencies
- B. The number of company codes
- C. The kind of employees (salaried, hourly)
- D. The pay period dates
- E. The number of days in work schedule rules

ANSWER: A D

QUESTION NO: 5

What does the assigned payroll area on IT0001 (Organizational Assignment) determine for an employee?

- A. Pay date and pay frequency
- B. Pay frequency and paid holidays
- C. Paid holidays and pay date
- D. Payroll schema and period parameter

ANSWER: A

QUESTION NO: 6

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 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).

ANSWER: A

QUESTION NO: 7

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

ANSWER: D

QUESTION NO: 8

You need to outline the payroll process for the end users in a company.

What is the correct sequence of steps?

- A.** Release for Simulation ? Release for Payroll ? Exit ? Check Results
- B.** Release for Payroll ? Release for Corrections ? Check Results ? Exit
- C.** Release for Simulation ? Check Results ? Release for Corrections ? Exit
- D.** Release for Payroll ? Release for Corrections ? Exit ? Check Results

ANSWER: B

QUESTION NO: 9

A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment. What do you need to configure to enable this?

- A.** Maintain counting class information for the absence and assign relevant wage types in IT0007 (Planned Working Time).
- 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.** Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0007 (Planned Working Time).
- D.** Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages).

ANSWER: B

QUESTION NO: 10

Which functions import HR master data into the payroll run? (Choose three.)

- A.** RAB
- B.** WPBP
- C.** PTIP
- D.** PAB
- E.** P2010

ANSWER: A B E