

DUMPS ARENA

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

SAP C THR12 67

Version Demo

Total Demo Questions: 15

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sales@dumpsarena.co

sales@dumpsarena.co
dumpsarena.co

QUESTION NO: 1

A fixed bonus of 15% of annual salary is paid to all salaried employees. How would you configure the automatic calculation of the amount?

- A. Configure table T539A (Default Wage Type Model) and configure feature LGMST to default the correct indirect amount.
- B. Assign indirect valuation module SUMME in table T511 (Wage Type Characteristics) and configure table T539J (Base Wage Type Valuation).
- C. Configure table T511_B (Wage Type Permissibility) and configure feature ABKRS to default the correct indirect amount.
- D. Assign indirect valuation module PRZNT in table T511 (Wage Type Characteristics) and configure table T539J (Base Wage Type Valuation).

ANSWER: B**QUESTION NO: 2**

What information is required to define a screen view for an infotype? (Select two)

- A. Alternative infotype screen
- B. Screen number
- C. Variable key
- D. Infotype module pool

ANSWER: B D**QUESTION NO: 3**

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)

ANSWER: D

QUESTION NO: 4

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

ANSWER: A

QUESTION NO: 5

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

ANSWER: A C

QUESTION NO: 6

What can you do with the Object tools found in the SAP easy access menu for Organizational Management? (Choose three)

- A. Delimit infotype
- B. Translate language-dependent text
- C. Change status
- D. Execute actions
- E. Copy structures

ANSWER: C D E

QUESTION NO: 7

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

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

ANSWER: C D

QUESTION NO: 8

Which are the main elements of the Roadmap structure screen?

- A. Roadmap structure Blueprint area Go-live Area
- B. Roadmap structure Blueprint area Attachments Area
- C. Roadmap structure Viewing/Text area Go-live Area
- D. Roadmap structure Viewing/Text area Attachments Area

ANSWER: D

QUESTION NO: 9

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

ANSWER: B D E

QUESTION NO: 10

You want to define these relationship conditions:

- If assigned, an employee can belong to only one training group
- A training group can include multiple employees

What time constraints do you assign to the relationship between object type P and the training group?

- A.** Assign time constraint 3 to the relationship beginning with the object type P.
- Assign time constraint 1 to the relationship beginning with the training group.
- B.** -Assign time constraint 1 to the relationship beginning with the object type P.
- Assign time constraint 3 to the relationship beginning with the training group.C. -Assign time constraint 2 to the relationship beginning with the object type P.
- Assign time constraint 3 to the relationship beginning with the training group.
- C.** -Assign time constraint 3 to the relationship beginning with the object type P.
- Assign time constraint 2 to the relationship beginning with the training group.

ANSWER: A**QUESTION NO: 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

ANSWER: C D**QUESTION NO: 12**

Your customer has a group of HR administration that do not have access to the Actions infotype (IT0000) but are required to update specific information such as address, e-mail, bank account, and family members. How can the administration update this information?

- A.** Use Maintain HR Master Data (PA30) to update each infotype
- B.** Run report RHINTE00 to update the master data records
- C.** Use Personnel Action (PA40) to display all the infotypes to be updated

D. Use the ad-hoc query report to mass update to the master data records

ANSWER: A

QUESTION NO: 13

Which infrastructure supports core business solutions in four subcomponents, including people integration, information integration, process integration, and application platform?

- A. SAP Exchange Infrastructure
- B. SAP Web AS
- C. SAP Business Process Management
- D. SAP NetWeaver

ANSWER: D

QUESTION NO: 14

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
- F. Company

ANSWER: C D E

QUESTION NO: 15

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

ANSWER: C