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SAP C THR12 65

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QUESTION NO: 1

You want to write a custom report on SAP Payroll results.

Which reporting tools would you use to create this report? (Choose two.)

- A. Ad Hoc Query
- B. Report Writer
- C. SAP Query
- D. ABAP List Viewer

ANSWER: A C

QUESTION NO: 2

The SAP ERP Human Capital Management system stores all employee master data in infotype records. What can you use to process infotype records? (Choose three.)

- A. Initial entry maintenance
- B. Fast entry
- C. Overview entry
- D. Personnel actions
- E. Single screen maintenance

ANSWER: B D E

QUESTION NO: 3

Which functions are performed by the payroll control record? (Choose three.)

Locking master and time data so current or past changes cannot be made during the payroll process

- B. Determination of the country for which the payroll will be processed
- C. Definition of the earliest possible retroactive accounting date for each payroll area
- D. Locking and setting the limit for simulation runs so testing can take place

E. Control and tracking of the individual stages of the payroll processing

Answer: A,C,E

- A. Determination of the country for which the payroll will be processed
- B. Definition of the earliest possible retroactive accounting date for each payroll area
- C. Locking and setting the limit for simulation runs so testing can take place
- D. Control and tracking of the individual stages of the payroll processing

ANSWER: B D

QUESTION NO: 4

Which element is mandatory in daily work schedule configuration?

- A. Core times
- B. Tolerance time
- C. Minimum working time
- D. Daily work schedule class

ANSWER: D

QUESTION NO: 5

Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks.

Which tool is best suited for this?

- A. Payroll control record
- B. Off-Cycle Workbench
- C. HR Process Workbench
- D. Interface Toolbox

ANSWER: C

QUESTION NO: 6

Your employee receives a pay raise effective July 1st of the current year.

Which are the recommended options for updating the employee's master data? (Choose three.)

- A. Execute a change of pay action.
- B. Create a new record effective July 1st.
- C. Create a new record effective July 1st and delete the old record.
- D. Copy and update the existing record effective July 1st.
- E. Change the existing record effective July 1st.

ANSWER: A B D

QUESTION NO: 7

Your customer pays overtime to hourly employees. For the first three hours of overtime, an employee receives a 50% premium. For any hours beyond this, the premium increases to 100%.

What do you include in the wage type selection configuration?

- A. Two time wage type selection rules with minimum and maximum conditions on time
- B. Two derived wage types for the regular rate, both valuated at 100%
- C. Four derived wage types for the regular rate with a different valuation base for all wage types
- D. Four sequential time wage type selection rules with no conditions on time

ANSWER: A

QUESTION NO: 8

A customer wants to ensure that any previously processed data changes on certain infotypes are taken into account in the next payroll processing run.

Which settings should be made on V_T582A (Infotype Attributes)?

- A. Set the Entry Before Earliest Retroactive Accounting Date indicator to allow for processing changes from previous periods.
- B. Set the List Time Periods indicator to record changes in previous periods.

- C. Set the Retroactive Accounting Relevance indicator to allow for processing changes from previous periods.
- D. Set the Time Constraint indicator to allow for processing changes from previous periods.

ANSWER: C

QUESTION NO: 9

A customer wants to generate a report to analyze trends in employee headcount over the past five years. Which reporting tool do you recommend?

- Human Resource Information System (HIS) Query
- B. Ad Hoc Query
- C. Business Warehouse (BW) Query
- D. InfoSet Query

Answer: C

- A. Ad Hoc Query
- B. Business Warehouse (BW) Query
- C. InfoSet Query

ANSWER: B

QUESTION NO: 10

Qualifications are called Requirements when assigned to which of the following object types? (Choose three.)

- A. Job
- B. Work Center
- C. Person
- D. Position
- E. User

ANSWER: A B D