SAP EDUCATION

SAMPLE QUESTIONS: C_THR12_67

SAP Certified Application Associate - SAP HCM ERP 6.0 EHP 07

Disclaimer: These sample questions are for self-evaluation purposes only and do not appear on the actual certification exams. Answering the sample questions correctly is no guarantee that you will pass the certification exam. The certification exam covers a much broader spectrum of topics, so do make sure you have familiarized yourself with all topics listed in the exam competency areas before taking the certification exam.

Questions

1. Which organizational entity is used to determine the country grouping of an employee?
Please choose the correct answer.

a)	O	Cost center
b)	O	Employee group
c)	O	Personnel area
d)	O	Organizational unit

2. How do you assign one job and several tasks to a position using the B 007 "describes by" relationship?
Please choose the correct answer.

a)	O	Assign time constraint 1 to the job.
b)	O	Assign time constraint 2 to the task.
c)	O	Assign a time constraint that depends on the target object.
d)	O	Assign time constraint 3 to the position.

3. What system switch is read when the data consistency check report (RHCHECK0) is executed?
Please choose the correct answer.

a)	O	PBABT PBABT
b)	O	PLOGI EVENB
c)	O	PLOGI PLOGI
d)	O	PLOGI ORGA

4. Which of the following combinations are control indicators for employee subgroup groupings?
Please choose the correct answer.

a)	O	o	Substitution typeso	Wage types
b)	O	o	Absence quotaso	Work schedule rules
c)	O	o	Availability typeso	Wage types
d)	O	o	Absence typeso Work schedule rules	

5. What functions do features perform?

Note: There are 2 correct answers to this question.

a)	O	Calculate default hourly rate on the Basic Pay infotype (IT0008).
b)	O	Propose default country on the Address infotype (IT0006).
c)	O	Propose default values on the Planned Working Time infotype (IT0007).
d)	O	Incorporate values from the Organizational Assignment infotype (IT0001).

6. What can you configure to ensure that the Capacity Utilization field on the Basic Pay infotype (IT0008) is automatically updated when an employee's work schedule rule is changed?

Note: There are 2 correct answers to this question.

a)	O	Workflow
b)	O	Fast entry
c)	O	Feature
d)	O	Dynamic action

7. Which of the following import methods can be selected in the Legacy System Migration Workbench (LSMW) object attributes?

Note: There are 2 correct answers to this question.

a)	O	Fast entry
b)	O	Feature LGMST
c)	O	Batch input recording
d)	O	Intermediate document (IDoc)

8. Which of the following can a recruiter display using the standard short profile with the SAP NetWeaver Business Client (NWBC)?

Note: There are 3 correct answers to this question.

a)	O	Application activities
b)	O	Qualifications
c)	O	Date of birth
d)	O	Full name
e)	O	Hiring date

9. What can an employee use to record or display their time data?

Note: There are 3 correct answers to this question.

a)	O	Cross-Application time sheets
b)	O	Front-end time recording terminals
c)	O	HR administrator portal applications
d)	O	Employee self-service applications
e)	O	Infotype maintenance screens

10. What recording method requires time capture for all planned work to be paid in SAP HCM Time Management?
Please choose the correct answer.

a)	O	Workforce
b)	O	Effort
c)	O	Exception
d)	O	Positive

11. What is the purpose of using personnel subarea control indicators in SAP Time Management?

Note: There are 2 correct answers to this question.

a)	O	To determine the collective agreement provision
b)	O	To display shorter drop down lists for selection
c)	O	To define personal calculation rules
d)	O	To assign work schedules to an employee

12. Which infotypes can be used do deduct time quotas?

Note: There are 2 correct answers to this question.

a)	O	Absences (IT2001)
b)	O	Employee Remuneration Info (IT2010)
c)	O	Overtime (IT2005)
d)	O	Attendances (IT2002)

Solutions

1 a) Incorrect	2 a) Incorrect	3 a) Incorrect	4 a) Incorrect	5 a) Incorrect
1 b) Incorrect	2 b) Incorrect	3 b) Incorrect	4 b) Correct	5 b) Incorrect
1 c) Correct	2 c) Correct	3 c) Correct	4 c) Incorrect	5 c) Correct
1 d) Incorrect	2 d) Incorrect	3 d) Incorrect	4 d) Incorrect	5 d) Correct

6 a) Correct	7 a) Incorrect	8 a) Correct	9 a) Correct	10 a) Incorrect
6 b) Incorrect	7 b) Incorrect	8 b) Incorrect	9 b) Correct	10 b) Incorrect
6 c) Incorrect	7 c) Correct	8 c) Correct	9 c) Incorrect	10 c) Incorrect
6 d) Correct	7 d) Correct	8 d) Correct	9 d) Correct	10 d) Correct
		8 e) Incorrect	9 e) Incorrect	
11 a) Incorrect	12 a) Correct			
11 b) Correct	12 b) Incorrect			
11 c) Incorrect	12 c) Incorrect			
11 d) Correct	12 d) Correct			

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