

SAP EDUCATION

SAMPLE QUESTIONS: C_THR12_66

SAP Certified Application Associate – Human Capital Management with SAP ERP 6.0 EhP6

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. In the overview quadrant for transaction PPOME, how can you choose different views of the objects in the organizational structure (such as reporting, task assignment, or organizational structure)?

Please choose the correct answer.

a)	<input type="radio"/>	By choosing the Search Term function
b)	<input type="radio"/>	By adding different profiles to your user parameters in SU3
c)	<input type="radio"/>	By choosing a different evaluation path from the Goto button
d)	<input type="radio"/>	By using the Column configuration button

2. 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?

Note: There are 2 correct answers to this question.

a)	<input type="radio"/>	Configure either the A or B relationship.
b)	<input type="radio"/>	Configure both the A and B relationships.
c)	<input type="radio"/>	Create an allowed relationship between objects.
d)	<input type="radio"/>	Add your new object type to the customer specific table.

3. Which planning statuses are available when creating new organizational objects?
Please choose the correct answer.

a)	<input type="radio"/>	<input type="radio"/> Submitted <input type="radio"/> Active <input type="radio"/> Vacant <input type="radio"/> Rejected <input type="radio"/> Obsolete
b)	<input type="radio"/>	<input type="radio"/> Vacant <input type="radio"/> Approved <input type="radio"/> Obsolete <input type="radio"/> Active <input type="radio"/> Rejected
c)	<input type="radio"/>	<input type="radio"/> Planned <input type="radio"/> Submitted <input type="radio"/> Rejected <input type="radio"/> Active <input type="radio"/> Approved
d)	<input type="radio"/>	<input type="radio"/> Submitted <input type="radio"/> Approved <input type="radio"/> Obsolete <input type="radio"/> Active <input type="radio"/> Rejected

4.
What groupings are set using the Personnel Subarea?

Note: There are 3 correct answers to this question.

a)	<input type="radio"/>	Groupings for collective agreement provisions
b)	<input type="radio"/>	Groupings for wage type maintenance
c)	<input type="radio"/>	Groupings for personnel calculation rule
d)	<input type="radio"/>	Groupings for pay scale type

e)	<input type="radio"/>	Groupings for absence and attendance types
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5. When terminating an employee, customers need to record and evaluate the various causes of termination.

What do you need to do to enable this?

Please choose the correct answer.

a)	<input type="radio"/>	Configure a termination info set and define reasons for the info set.
b)	<input type="radio"/>	Configure a termination action and assign a subtype to it.
c)	<input type="radio"/>	Configure a termination info set and assign a subtype to it.
d)	<input type="radio"/>	Configure a termination action and define reasons for the action type.

6. Within a client, what is the correct sequence of steps for configuring the Enterprise Structure?

Please choose the correct answer.

a)	<input type="radio"/>	Create Company Code → Create Personnel Area → Create Personnel Subarea
b)	<input type="radio"/>	Create Country Groupings → Create Employee Group → Create Employee Subgroup
c)	<input type="radio"/>	Create Country Groupings → Create Personnel Area → Create Personnel Subarea
d)	<input type="radio"/>	Create Company Code → Create Employee Group → Create Employee Subgroup

7. Which of the following are functions of the logical database in Reporting?

Note: There are 3 correct answers to this question.

a)	<input type="radio"/>	Authorization checks
b)	<input type="radio"/>	Data retrieval

c)	<input type="radio"/>	Transaction processing
d)	<input type="radio"/>	Selection screen definition
e)	<input type="radio"/>	Database storage

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

Please choose the correct answer.

a)	<input type="radio"/>	Pay date and pay frequency
b)	<input type="radio"/>	Paid holidays and pay date
c)	<input type="radio"/>	Payroll schema and period parameter
d)	<input type="radio"/>	Pay frequency and payroll schema

9. A customer wants to implement the infotypes for minimal time management.

In addition to IT0000 (Actions) and IT0001 (Organization Assignment), which infotypes are required?

Note: There are 2 correct answers to this question.

a)	<input type="radio"/>	IT0002 (Personal Data)
b)	<input type="radio"/>	IT0007 (Planned Working Time)
c)	<input type="radio"/>	IT0050 (Time Recording Information)
d)	<input type="radio"/>	IT0008 (Basic Pay)
e)	<input type="radio"/>	IT2006 (Absence Quotas)

10. You want to activate activity allocations for time-related data, while disabling cost assignment.

Which of the following infotypes should you configure?

Please choose the correct answer.

a)	<input type="radio"/>	IT2004 (Availability)
b)	<input type="radio"/>	IT2011 (Time Events)
c)	<input type="radio"/>	IT2001 (Absences)
d)	<input type="radio"/>	IT2005 (Overtime)

Solutions

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

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

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