



C_THR12_2311

SAP HR Certification Questions & Answers



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C_THR12_2311

SAP Certified Application Associate - SAP HCM for S/4HANA
80 Questions Exam – 57% Cut Score – Duration of 180 minutes

C_THR12_2311 Practice Test

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C_THR12_2311 Questions and Answers Set

Question: 1

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?

Please choose the correct answer.

- a) S -> P P -> OR O -> S O -> O OR -> OR
- b) P -> OR O -> S OR -> OR O -> P O -> O
- c) OR -> O O -> S S -> P O -> O OR -> OR
- d) OR -> P P -> O O -> S O -> O OR -> OR

Answer: c

Question: 2

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

There are 3 correct answers to this question.

- a) Authorization checks
- b) Data retrieval
- c) Transaction processing
- d) Selection screen definition
- e) Database storage

Answer: a, b, d

Question: 3

A customer needs to ensure the correct pay scale type and area is entered on IT0008 (Basic Pay). What could you configure to achieve this?

There are 2 correct answers to this question.

- a) Define default values on IT2010 (Employee Remuneration)
- b) Configure module TARIF
- c) Assign pay scale type and area to personnel area/subarea
- d) Define default values on IT1008 (Account Assignment Features)
- e) Configure feature TARIF

Answer: c, e

Question: 4

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

There are 2 correct answers to this question.

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

Answer: b, d

Question: 5

During a payroll run, organizational data and planned working time are not being imported. Which payroll function should be enabled in the schema to fix this issue?

Please choose the correct answer.

- a) PLRT
- b) P0001
- c) P0007
- d) WPBP

Answer: d

Question: 6

Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS?

Please choose the correct answer.

- a) In the Documentation
- b) In the Country Assignment
- c) In the Administrative Data
- d) In the Structure

Answer: d

Question: 7

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

Please choose the correct answer.

- a) Create Company Code → Create Personnel Area → Create Personnel Subarea
- b) Create Country Groupings → Create Employee Group → Create Employee Subgroup
- c) Create Country Groupings → Create Personnel Area → Create Personnel Subarea
- d) Create Company Code → Create Employee Group → Create Employee Subgroup

Answer: a

Question: 8

Which is the first task you need to perform to include an Ad Hoc Query report in the SAP Easy Access menu?

Please choose the correct answer.

- a) Find the transaction code of the query.
- b) Find the technical name of the query.
- c) Assign the Ad Hoc Query to an area menu.
- d) Assign the Ad Hoc Query to a Payroll infotype.

Answer: b

Question: 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?

There are 2 correct answers to this question.

- a) IT0002 (Personal Data)
- b) IT0007 (Planned Working Time)
- c) IT0050 (Time Recording Information)
- d) IT0008 (Basic Pay)
- e) IT2006 (Absence Quotas)

Answer: a, b

Question: 10

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) Configure a termination info set and define reasons for the info set.
- b) Configure a termination action and assign a subtype to it.
- c) Configure a termination info set and assign a subtype to it.
- d) Configure a termination action and define reasons for the action type.

Answer: d

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