

[Jun 29, 2024 Latest SAP C-THR12-2311 Exam Practice Test To Gain Brilliante Result [Q121-Q135]



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NEW QUESTION 121

Which element of the enterprise structure controls the direct assignment of an employee to a country grouping?

Please choose the correct answer.

Response:

- * Client
- * Personnel subarea
- * Personnel area
- * Company code

NEW QUESTION 122

Which two switches are mandatory to activate the integration between Personnel Administration and Organizational Management?
(Choose two)

- * PLOGI ORGA
- * PLOGI PLOGI

- * PLOGI EVENB
- * PLOGI EVPAC
- * PLOGI PRELI

NEW QUESTION 123

Substitution types for IT2003 (Substitution) can be configured to accomplish which of the following results?

There are 2 correct answers to this question.

Response:

- * To suggest a default alternate period work schedule (PWS) based on new clock times.
- * To suggest an alternate holiday calendar based on the substitute work schedule.
- * To ensure a regular night shift premium is paid to an employee if they are asked to work the day shift.
- * To ensure a regular night shift premium is not paid to an employee when they request the day shift.

NEW QUESTION 124

An administrator needs to change the planned working time for an employee. The temporary new work schedule is different from the working time associated with any existing work schedule rule or any daily work schedules.

Which substitution element would you populate on IT2003 (Substitutions)?

Please choose the correct answer.

Response:

- * New working time
- * New work schedule rule
- * Different holiday calendar
- * Different payment according to position

NEW QUESTION 125

You can value absences as if the employee had already worked.

Please choose the correct answer.

Response:

- * True
- * False

NEW QUESTION 126

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?

Please choose the correct answer.

Note: Answers of this question are not verified by our experts, please study yourself and select the appropriate answers.

Response:

- * 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.
- * -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.
- * -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.
- * -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.

NEW QUESTION 127

Which are the main elements of the Roadmap structure screen?

Please choose the correct answer.

Response:

- * Roadmap structure Blueprint area Go-live Area
- * Roadmap structure Blueprint area Attachments Area
- * Roadmap structure Viewing/Text area Go-live Area
- * Roadmap structure Viewing/Text area Attachments Area

NEW QUESTION 128

A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units. What would you recommend?

- * Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.
- * Use a sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.
- * Use a structural report, select employees by organizational unit, and use an evaluation path containing only persons.
- * Use a sequential report, select employees by personnel numbers, and use an evaluation path containing organizational units and persons.

NEW QUESTION 129

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

Please choose the correct answer.

Response:

- * B012 S
- * A A002 O
- * B002 O
- * B002 A

NEW QUESTION 130

You need to evaluate your entire company structure including positions and persons. However, you want to exclude positions from the output.

What evaluation path would you use to do this?

Please choose the correct answer.

Response:

- * O-S-P Skip P
- * O-S-P Skip S
- * O-S-P Skip O
- * O-P-C Skip C

NEW QUESTION 131

You need to create a custom personnel calculation rule (PCR) to cumulate several wage types that may have different characteristics. Which operations must be included in your rule?

Please choose the correct answer.

Response:

- * ELIMI and ADDWT
- * AVERA and DIVID
- * ELIMI and MULTI
- * ROUND and ADDWT

NEW QUESTION 132

What transactions are available to maintain time infotypes?

There are 3 correct answers to this question.

Response:

- * List entry
- * Time leveling
- * Single screen
- * Time transfer
- * Fast entry

NEW QUESTION 133

An administrator needs to change the planned working time for an employee. The temporary new work schedule is different from the working time associated with any existing work schedule rule or any daily work schedules. Which substitution element would you populate on IT2003 (Substitutions)?

- * The daily work schedule variant
- * The work schedule rule
- * A different payment according to position
- * The working time

NEW QUESTION 134

After installing the latest support packages to a test system you are facing a runtime error when running report RPPSTM00 (HR Master Data Sheet). You know that this report has not been modified. What should you do first?

- * Ask an ABAP developer to correct the error.
- * Ask SAP Basis team to re-install the support packages.
- * Check in the SAP support portal for relevant SAP notes.
- * Report the problem to SAP.

NEW QUESTION 135

How do you link an employee's external time management system ID to a SAP personnel number?

- * Assign identical numbers in the external time management system and in IT0031 (Reference Personnel Numbers).
- * Create IT0050 (Time Recording) with the external time management system ID.
- * Store the external time management system ID in the field SACHZ on IT0001 (Organizational Assignment).
- * Create IT0105 (Communication) with the external time management system ID.

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