

Latest [Sep 20, 2024 C-THR12-2311 Exam with Accurate SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA PDF Questions [Q28-Q42

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QUESTION 28

Which is the typical sequence of steps in an ASAP roadmap?

- * * Business Blueprint

- * Project Preparation

- * Final Preparation

- * Realization

- * Go Live Support
- * * Project Preparation

- * Business Blueprint

- * Realization

- * Final Preparation

- * Go Live Support
- * * Project Preparation

- * Final preparation

- * Business Blueprint

- * Realization

- * Go Live Support
- * * Project Preparation

- * Realization

- * Business Blueprint

- * Final Preparation

- * Go Live Support

QUESTION 29

You transferred objects created in Organizational Management into Personnel Administration tables using report RHINTE10. Which of the following object tables are relevant for integration? (Choose three)

- * T527X(Organizational Units)
- * T513 (Jobs)
- * CSKS (Cost Centers)
- * T528B(Positions)
- * T777I (Infotypes Per Object Types)

QUESTION 30

What default values can be defined using the TARIF feature?

There are 2 correct answers to this question.

Response:

- * Pay scale area
- * Pay scale group
- * Pay scale type
- * Pay scale level

QUESTION 31

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

There are 2 correct answers to this question.

Response:

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

QUESTION 32

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?

- * S -> P P -> OR O -> S O -> O OR -> OR
- * P -> OR O -> S OR -> OR O -> P O -> O
- * OR -> O O -> S S -> P O -> O OR -> OR
- * OR -> P P -> O O -> S O -> O OR -> OR

QUESTION 33

Which setting in the system table T77S0 enables integration between Personnel Administration and Organization Management?

Please choose the correct answer.

Response:

- * PLOGI ORGA
- * PLOGI PLOGI
- * PLOGI QUALI
- * PLOGI COSTD

QUESTION 34

A manager is in charge of two separate departments. The manager needs different access authorizations for the master data of the employees in each department. Which authorization object must be activated?

- * P_ORGINCON
- * P_APPL
- * P_PLOG
- * P_PERNR

QUESTION 35

Which of the following modules integrates with SAP Learning Solution?

There are 3 correct answers to this question.

Response:

- * Sales & Distribution
- * Controlling
- * Personnel Cost Planing
- * Business Intelligence
- * Travel Management

QUESTION 36

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

There are 3 correct answers to this question.

Response:

- * Initial entry maintenance
- * Fast entry
- * Overview entry
- * Personnel actions
- * Single screen maintenance

QUESTION 37

Standard SAP ERP Organizational Management integrates with which of the following areas?

There are 2 correct answers to this question.

Response:

- * Workflow
- * Plant Maintenance
- * Project Systems
- * Sales and Distribution
- * Controlling

QUESTION 38

A work schedule rule must include half the normal work hours on Fridays and on half-day public holidays.

Absences and quota deduction are calculated in days. How would you reduce the daily quota proportionally for an absence on one of these days?

There are 3 correct answers to this question.

Response:

- * Set the counting rules to include 50% quota multiplier for hours.
- * Set the deduction rules to query the different holiday classes.
- * Set the counting rules to include a 50% quota multiplier for days.
- * Set the counting rules to query the different holiday classes.
- * Set the counting rules to query different conditions for the current day.

QUESTION 39

What must you define to create and edit a custom object into the Organization and Staffing Interface (PPOME)? (Choose two)

- * Search node for the new object
- * Interaction tools
- * Service request(s) with evaluation path
- * Column groups with header types
- * Tab page definition

QUESTION 40

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.

Response:

- * By choosing the Search Term function
- * By adding different profiles to your user parameters in SU3
- * By choosing a different evaluation path from the Goto button
- * By using the Column configuration button

QUESTION 41

Some employees leave early on Fridays and are required to enter their absence time. How can you ensure that quotas are not reduced for these types of absences?

There are 2 correct answers to this question.

Response:

- * Set the counting rule conditions to query the period work schedule variant
- * Set the counting rule conditions to full day absences
- * Set the counting rule conditions to query certain days
- * Set the counting rule conditions for partial day absences

QUESTION 42

A customer is concerned that WPBP splits on the IT input table may lead to overpayments. What explanations do you provide to address their concerns?

There are 2 correct answers to this question.

Response:

- * WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.
- * WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.
- * WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- * WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.

SAP C-THR12-2311 Exam Syllabus Topics:

TopicDetailsTopic 1- Configuration of Master Data: The topic describes configuration using General Structures.Topic 2- Configuration of Time Recording: It discusses configuring the elements of Time Recording.Topic 3- HCM Reporting: This topic outlines some standard HR reports.

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