# SAP

## C_THR12_65 Exam

**SAP Certified Application Associate - Human Capital Management with SAP ERP 6.0 EHP5**

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## Question: 1

A customer wants to use the same wage type for a special payment such as hazardous pay and have the rate vary by personnel area. What do you have to configure?

A. Modif W and the table V_T539J (Base wage type valuation)
B. Modif 4 and the table V_T510S (Time wage type selection)
C. Modif 2 and the table V_T510J (Constant valuations)
D. Modif A and the table V_T554C (Absence valuation)

**Answer: C**

## Question: 2

A customer continues to pay some employees for a period of time after they are terminated. These employees should also be processed in retro calculation runs. What do you recommend?

A. Terminate the employee with the future date up to which you want to continue regular processing and use the payroll driver to force any retro runs.
B. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.
C. Terminate the employee and enter the date up to which you want to continue processing payroll in the Run Payroll up to field on IT0003.
D. Terminate the employee with the future date up to which you want to continue payroll processing so they are included in regular and retro runs.

**Answer: C**

## Question: 3

Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks. Which tool is best suited for this?

A. Payroll control record
B. Off-Cycle Workbench
C. HR Process Workbench
D. Interface Toolbox

**Answer: C**

## Question: 4

A customer asks you to configure an average calculation rule for hourly workers. The rule should determine an average daily overtime rate derived from all overtime earned during the previous three months. Any retroactive changes in pay should be included. What do you have to include in the

configuration of the rule? (Choose three.)

A. Final processing rule
B. Cumulation rule
C. Time wage type selection rule
D. Adjustment rule
E. Processing class 01 rule

**Answer: A, B, D**

## Question: 5

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? (Choose two.)

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

**Answer: A, B**

## Question: 6

Which of the following modules integrates with SAP Learning Solution?
(Choose three.)

A. Financial Accounting
B. Sales and Distribution
C. Compensation
D. Business Warehouse
E. Travel Management

**Answer: A, B, D**

## Question: 7

Which of the following components are included in SAP ERP Talent Management?
(Choose three.)

A. Learning Solution
B. Pension Management

C. SAP E-Recruiting
D. Time Management
E. Performance Management

**Answer: A, C, E**

## Question: 8

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

A. Initial entry maintenance
B. Fast entry
C. Overview entry
D. Personnel actions
E. Single screen maintenance

**Answer: B, D, E**

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