



C_THR12_66^{Q&As}

SAP Certified Application Associate - Human Capital Management with
SAP ERP 6.0 EHP6





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QUESTION 1

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? (Choose three)

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

Correct Answer: CDE

QUESTION 2

What is the purpose of IT0105 (Communication)? (Choose two)

- A. To determine the default language for employee communication
- B. To store employee telephone numbers and e-mail addresses
- C. To activate the functions in the Business Workplace
- D. To assign system user names to personnel numbers

Correct Answer: BD

QUESTION 3

A global company wants the field characteristics (optional, required, or hidden) on IT0001 Organizational Assignment to differ by country. How can you achieve this?

- A. Configure multiple header definitions and assign for each country.
- B. Configure country-specific infotype menus for fast entry.
- C. Maintain the feature P0001 and adjust screen modifications.
- D. Use standard HR authorization objects for infotypes.

Correct Answer: C



QUESTION 4

Employees have half-day public holidays that need to be included in their work schedules.

Rule	No.	Holiday class b123456789	Holiday cl.next day b123456789	Weekday 1234567	Variant
01	01	..X.....	XXXXXXXXXX	XXXXXXX	B

How can you incorporate rule number 01 -as shown in the graphic -in the daily work schedule (DWS) configuration?
(Choose two)

- A. Configure a DWS variant B for the shorter days.
- B. Configure a daily work schedule with DWS selection rule 01.
- C. Assign the DWS to a new period work schedule for half days.
- D. Configure a DWS with zero planned hours on public holidays.

Correct Answer: AB

QUESTION 5

You want to include an employee to a company code in the Enterprise Structure. To which of the following elements would you assign this employee?

- A. Personnel Area
- B. Employee Subgroup grouping
- C. Employee Group
- D. Personnel Subarea grouping

Correct Answer: A



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