

## Instant Download SAP C-THR12-2311 Free Updated Test Dumps [Q122-Q139]



Instant Download SAP: C-THR12-2311 Free Updated Test Dumps  
Valid C-THR12-2311 FREE EXAM DUMPS QUESTIONS & ANSWERS

### NEW QUESTION 122

Which infotypes must be included in a CATS mini master personnel action?

There are 2 correct answers to this question.

Response:

- \* Basic Pay (IT0008)
- \* Organizational Assignment (IT0001)
- \* Personal Data (IT0002)
- \* Time Recording (IT0050)

### NEW QUESTION 123

A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment. What are relevant configuration steps to accomplish this?

Please choose the correct answer.

Response:

- \* Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0416 (Quota Compensation)
- \* Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run
- \* Maintain counting class information for the absence and assign relevant wage types in IT0014 (Recurring Payments/Deductions)
- \* Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages)

### NEW QUESTION 124

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 125

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?

Please choose the correct answer.

Response:

- \* 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.
- \* Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.
- \* 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.
- \* 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.

### NEW QUESTION 126

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 127

In the standard system, which relationships are included when an existing position is copied?

There are 2 correct answers to this question

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

Response:

- \* A/B 012 Manages/Is managed by
- \* A/B 002 Reports(Line) to /Is line supervisor of
- \* A/B 008 Holder/Holder
- \* A/B 003 Belongs to/Incorporates

### NEW QUESTION 128

When a master data record is maintained, which options result in a historical record?

There are 2 correct answers to this question.

Response:

- \* Copy
- \* Delimit
- \* Delete
- \* Changes

### NEW QUESTION 129

You want to split personnel costs for several departments between two cost centers.

What is the most efficient way to accomplish this?

Please choose the correct answer.

Response:

- \* Maintain the Cost Distribution infotype (IT1018) for each work center
- \* Maintain the Cost Distribution infotype (IT1018) for each position
- \* Maintain the Cost Distribution infotype (IT1018) for each employee
- \* Maintain the Cost Distribution infotype (IT1018) for each organizational unit

### NEW QUESTION 130

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)

### NEW QUESTION 131

Which feature should be used to default wage types on IT0008 (Basic Pay)?

Please choose the correct answer.

Response:

- \* TARIF
- \* LGMST
- \* PINCH
- \* ARPBL

### NEW QUESTION 132

What is the main purpose of employee subgroup groupings in SAP Human Capital Management?

Please choose the correct answer.

Response:

- \* To act as control indicators in the personnel structure
- \* To control HR data access using authorization roles
- \* To define the selection criteria for absences and attendances
- \* To control default values for infotype fields

### NEW QUESTION 133

In which logical database are you able to restrict the InfoSet using an object type?

- \* PLOGI
- \* PCH
- \* PAP
- \* PNPCE

### NEW QUESTION 134

How do you designate a worker as part-time?

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:

- \* Modify the existing work schedule rule for full-time employees
- \* Update Cap.util.M (capacity utilization level) on infotype IT0008
- \* Configure absences to use clock time

- \* Configure attendances to use clock time

### NEW QUESTION 135

You need to understand the concepts of Organizational Management. What are the functions of Organizational Management?

There are 3 correct answers to this question.

Response:

- \* To depict structures such as organizational and reporting
- \* To build the basis for the business workflow
- \* To allow for planning organizational changes
- \* To create hierarchical links to the HCM Enterprise structure
- \* To transfer controlling information on cost to FI

### NEW QUESTION 136

A customer requires that an absence type for a doctor's appointment can only be entered for part of a day and also reduces a quota. How do you configure Absence Input Checks and Entry Screens for the absence type in Customizing to meet this requirement? (Choose two)

- \* Leave both the minimum and maximum duration fields blank.
- \* Assign a fraction of a day in the minimum duration field.
- \* Assign screen 2001 for quota deduction.
- \* Leave the minimum duration field blank and enter 999 for the maximum duration limit.

### NEW QUESTION 137

A customer wants to ensure data changes on certain infotypes in the payroll past are taken into account in the next payroll run. Which indicators should you set on V\_T582A (Infotype Attributes)?

There are 2 correct answers to this question.

Response:

- \* Time Constraint
- \* Past Entry Allowed
- \* Retroactive Accounting Payroll
- \* List Time Periods

### NEW QUESTION 138

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment).

What is the employee group used for?

There are 3 correct answers to this question.

Response:

- \* As a field to determine absence and attendance types
- \* As a field in authorization checks
- \* As a field to determine the holiday calendar

- \* As a field for decisions for default values
- \* As a selection criterion for reporting

### NEW QUESTION 139

When is the Payroll Status infotype (IT0003) updated?

There are 2 correct answers to this question.

Response:

- \* When the Personal Data infotype (IT0002) is updated
- \* When the Cumulated Time Evaluation Results: Time Balances/Wage Types report is run
- \* When a payroll run is performed for a payroll area
- \* When a time evaluation is run for employees

### SAP C-THR12-2311 Exam Syllabus Topics:

TopicDetailsTopic 1- SAP HCM in S- 4HANA: The topic explains concepts of HCM in S- 4HANA.Topic 2- SAP HCM Process Overview: Business processes that are associated with HCM are discussed in this topic.Topic 3- Configuration of Master Data: The topic describes configuration using General Structures.

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