



Free Questions for **C_THR12_2311**

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Question 1

Question Type: MultipleChoice

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 quot

a. How do you configure Absence Input Checks and Entry Screens for the absence type in Customizing to meet this requirement? (Choose two)

Options:

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

Answer:

A, C

Question 2

Question Type: MultipleChoice

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

Options:

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

Answer:

A, C

Question 3

Question Type: MultipleChoice

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

Options:

- A- PLOGI ORGA
- B- PLOGI PLOGI
- C- PLOGI EVENB
- D- PLOGI EVPAC
- E- PLOGI PRELI



Answer:

A, B

Question 4

Question Type: MultipleChoice

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)

Options:

- 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.



Answer:

C, D, E

Question 5

Question Type: MultipleChoice

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

Options:

- 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.

Answer:

C

Question 6

Question Type: MultipleChoice

You have two time administrators. Both use the Time Manager's Workplace. One maintains time entries and runs time evaluation while the other should only maintain time entries. How can you ensure that each time administrator only has access to the functions they require? (Choose two)

Options:

- A- Assign the correct profile to each administrator.
- B- Create different profiles for each one of the time administrators.
- C- Assign administrators to different administrator groups in table T526.
- D- Assign different profiles in feature PINCH.

Answer:

A, B

Question 7

Question Type: MultipleChoice

A customer wants to generate reports on payroll results in Ad Hoc Query. Which steps do you need to configure to create payroll results infotypes? (Choose three)

Options:

- A- Assign calculation rules to payroll infotypes
- B- Define evaluation wage types
- C- Create and generate payroll infotypes
- D- Import cluster data into IT0267 (Additional Off-Cycle Payments)
- E- Assign wage types to evaluation wage types

Answer:

B, C, E

Question 8

Question Type: MultipleChoice

The employment percentage for an employee in infotype 0007 (Working Times) is updated. You want to ensure that infotype 0008 (Basic Pay) is presented to the user for verification. How can you accomplish this? (Choose two)

Options:

- A- Create a dynamic action on infotype 0007
- B- Use feature P0008
- C- Create a personnel action for change of employment percentage and include infotype 0007 and infotype 0008
- D- Implement the logic in user exit ZXPADU01

Answer:

A, C

Question 9

Question Type: MultipleChoice

What is the most efficient way to assign cost centers to employees in order to reduce ongoing

maintenance?

Options:

- A- Assign cost center to employees directly on IT0027 (Cost Distribution).
- B- Assign cost center to employees directly on IT0001 (Organizational Assignment).
- C- Assign cost centers to the positions within an organizational plan.
- D- Assign cost centers to the organizational units within an organizational plan.

Answer:

D



Question 10

Question Type: MultipleChoice

You are setting up a time management process where all times are recorded. You want to allow the administrator to maintain alternate work schedules. Which method would you choose?

Options:

- A- Positive time management with the addition of IT2004 (Availability)
- B- Negative time management with the addition of IT2004 (Availability)
- C- Negative time management with the addition of IT2003 (Substitutions)
- D- Positive time management with the addition of IT2003 (Substitutions)

Answer:

D



Question 11

Question Type: MultipleChoice

A customer wants to use relationships to accurately depict their organizational structure. Which of the following standard relationships and time constraints exists between organizational objects?

Options:

- A- A Position (S) can belong to multiple Organizational Units (O).
- B- A Position (S) can be described by multiple Jobs (C).
- C- An Organizational Unit (O) can incorporate multiple Jobs (C).
- D- A Job (C) can describe multiple Positions (S).

Answer:

D



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