

SAP C_THR12_2311

SAP Certified Associate – SAP HCM for SAP ECC or SAP S/4HANA

Questions And Answers PDF Format:

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Version = Product



Latest Version: 7.1

Payroll

Question: 1

You want to use rule ZY99 to process wage type 3201 from the old results table with the same processing for all employees.

How do you call the rule in the schema?

- ☐

Func	Par1	Par2	Par3	Par4
PORT	ZY99			
- ☐

Func	Par1	Par2	Par3	Par4
PORT	ZY99		NOAB	
- ☐

Func	Par1	Par2	Par3	Par4
PLRT	ZY99	3201	NOAB	
- ☐

Func	Par1	Par2	Par3	Par4
PRT	ZY99	3201		

- A. Option A
- B. Option B
- C. Option C
- D. Option D

Answer: B

Payroll

Question: 2

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

Answer: A

Payroll

Question: 3

You need to outline the payroll process for the end users in a company.
What is the correct sequence of steps?

- A. Release for Simulation → Release for Payroll → Exit → Check Results
- B. Release for Payroll → Release for Corrections → Exit → Check Results
- C. Release for Payroll → Release for Corrections → Check Results → → Exit
- D. Release for Simulation → Check Results → Release for Corrections → → Exit

Answer: C

Payroll

Question: 4

Due to a promotion, an employee receives a salary increase on IT0008 (Basic Pay) in the middle of the payroll period.
Which processing class and personnel calculation rule will ensure that the wage type is prorated accordingly?

- A. Processing class 03 queried in personnel calculation rule X020
- B. Processing class 20 queried in personnel calculation rule XPPF
- C. Processing class 01 queried in personnel calculation rule X010
- D. Processing class 10 queried in personnel calculation rule XVAL

Answer: C

Payroll

Question: 5

Which functions import HR master data into the payroll run?
Note: There are 3 correct answers to this question.

- A. PTIP
- B. RAB
- C. P2010
- D. WPBP
- E. PAB

Answer: B, D, E

Payroll

Question: 6

Which operation in personnel calculation rule X013 (Valuation Bases - Division) provides the working hours per period as read from IT0008 and stored on the PARTT table?

- A. MULTI NRA
- B. RTE=TSDIVP
- C. DIVID ARN
- D. GCY X014

Answer: B

Payroll

Question: 7

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?

Note: There are 3 correct answers to this question.

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

Answer: A, C, E

Payroll

Question: 8

A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment.

What do you need to configure to enable this?

- A. Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages).

- B. Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run.
- C. Maintain counting class information for the absence and assign relevant wage types in IT0007 (Planned Working Time).
- D. Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0007 (Planned Working Time).

Answer: B

Payroll

Question: 9

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 payroll processing so they are included in regular and retro runs.
- B. 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.
- C. 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.
- D. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.

Answer: B

Payroll

Question: 10

During the payroll run, you discover that some employees are missing from the run, without any warning or error messages being output.
Which items would you check to find out why?
Note: There are 2 correct answers to this question.

- A. IT0008 (Basic Pay) for incorrect pay scale type/area assignment
- B. Payroll control record for incorrect personnel numbers
- C. IT0000 (Personnel Actions) for incorrect employment status
- D. IT0001 (Organizational Assignment) for incorrect payroll area assignment

Answer: C, D

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