



Exam Dumps 360

Exam Code: C_THR12_2311

**Exam Name | SAP Certified Application Associate – SAP
HCM for S/4HANA**

Total No. of Questions: 80

Passing Percentage: 57%

Exam Duration: 180 Minutes.

Get In Touch

Website: www.examdumps360.com

Email Id: examdump360@gmail.com

Contact: +91-9871952577



Question 1

You need to create a custom personnel calculation rule (PCR) to cumulate several wage types that may have different characteristics. Which operations must be included in your rule?

- A. ELIMI and ADDWT
- B. AVERA and DIVID
- C. ROUND and ADDWT
- D. ELIMI and MULTI

Answer A

Question 2

A customer wants to implement SAP Payroll and asks you to determine how many payroll areas they will need. Which criteria do you consider to complete this task? Note: There are 2 correct answers to this question.

- A. The number of company codes
- B. The pay frequencies
- C. The kind of employees (salaried, hourly)
- D. The pay period dates
- E. The number of days in work schedule rules

Answer B D

Question 3

Your customer pays overtime to hourly employees. For the first three hours of overtime, an employee receives a 50% premium. For any hours beyond this, the premium increases to 100%. What do you include in the wage type selection configuration?

- A. Four sequential time wage type selection rules with no conditions on time
- B. Two time wage type selection rules with minimum and maximum conditions on time
- C. Four derived wage types for the regular rate with a different valuation base for all wage types
- D. Two derived wage types for the regular rate, both valuated at 100%

Answer B





Question 4

A customer wants to ensure that average working hours per period on IT0008 are updated when planned working hours on IT0007 change. How can you achieve this?

- A. Run report RPU51000 to update IT0008.
- B. Use fast entry to update IT0008.
- C. Configure feature SCHKZ to default updates on IT0008.
- D. Use a dynamic action to update IT0008.

Answer 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? Note: There are 2 correct answers to this question.

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

Answer A B

