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**Exam** : **C\_THR12\_65**

**Title** : SAP Certified Application  
Associate - Human Capital  
Management with SAP ERP  
6.0 EHP5

**Vendors** : SAP

**Version** : DEMO

NO.1 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 W and the table V\_T539J (Base wage type valuation)
- B. Modif 4 and the table V\_T510S (Time wage type selection)
- C. Modif 2 and the table V\_T510J (Constant valuations)
- D. Modif A and the table V\_T554C (Absence valuation)

Answer: C

NO.2 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 regular processing and use the payroll driver to force any retro runs.
- B. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.
- C. 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.
- D. 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.

Answer: C

NO.3 Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks.

Which tool is best suited for this?

- A. Payroll control record
- B. Off-Cycle Workbench
- C. HR Process Workbench
- D. Interface Toolbox

Answer: C

NO.4 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? (Choose three.)

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

Answer: A,B,D

NO.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? (Choose two.)

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

Answer: A,B