

SAP EDUCATION

SAMPLE QUESTIONS: P_HCMTM_65

SAP Certified Application Professional - HCM Talent Management with SAP ERP 6.0 EHP5

Disclaimer: These sample questions are for self-evaluation purposes only and do not appear on the actual certification exams. Answering the sample questions correctly is no guarantee that you will pass the certification exam. The certification exam covers a much broader spectrum of topics, so do make sure you have familiarized yourself with all topics listed in the exam competency areas before taking the certification exam.

Questions

1. How do you enhance the structure of the job catalog to include two custom object types – job group and sub-family?

Please choose the correct answer.

a)	<input type="radio"/>	Create the objects and directly relate them to the appropriate positions.
b)	<input type="radio"/>	Create the objects, appropriate relationships, and evaluation paths.
c)	<input type="radio"/>	Create evaluation paths using standard delivered Organizational Management (OM) data models.
d)	<input type="radio"/>	Maintain the job group and sub-family as part of the job description infotype.

2. Employees or managers would like to print hard or soft copies of completed employees' performance appraisal documents.

What is the recommended technology for generating the output document?

Please choose the correct answer.

a)	<input type="radio"/>	Adobe Form
b)	<input type="radio"/>	Smart Form
c)	<input type="radio"/>	HTML
d)	<input type="radio"/>	SAPscript

3. What are the benefits of using the SAP HCM logical database to create customer-specific InfoSets?

Note: There are 2 correct answers to this question.

a)	<input type="radio"/>	It checks user authorizations
b)	<input type="radio"/>	It provides the HCM master data selection screen
c)	<input type="radio"/>	It allows the selection of SAP E-Recruiting tables and fields
d)	<input type="radio"/>	It allows the selection of hidden infotype fields

4. Which tasks do you perform to implement the standard E-Recruiting portal roles?

Note: There are 2 correct answers to this question.

a)	<input type="radio"/>	Install the business packages Recruiter (BP ERP RECRUITER 1.40) and Administrator (BP ERP RECRUITING ADMIN 1.40).
b)	<input type="radio"/>	Install the business package Common Parts (BP ERP05 Common Parts 1.41).
c)	<input type="radio"/>	Activate the business function HCM, SAP E-Recruiting 2 in Switch Framework Customizing (SWF5).
d)	<input type="radio"/>	Install the business package Common Parts (BP ERP05 Common Parts 1.40).

5. A company wants to grant access to external placement agencies similar to their internal recruiter, but restrict this access to search and process applications only.

What do you recommend?

Please choose the correct answer.

a)	<input type="radio"/>	Assign the standard Agency role to the external placement agency.
b)	<input type="radio"/>	Assign the Restricted Recruiter role to the external placement agencies.
c)	<input type="radio"/>	Create a role-specific POWL exclusively for external placement agencies.
d)	<input type="radio"/>	Create a user group exclusively for the external placement agencies.

6. After setting up structural authorization profiles, your customer experiences slow system response times.

How can you improve this?

Please choose the correct answer.

a)	<input type="radio"/>	Set the integration flags on table T77UU - User Data in SAP Memory and regenerate the profiles.
b)	<input type="radio"/>	Generate indexes for the assigned users with report RHBAUS00.
c)	<input type="radio"/>	Increase database storage capacity to better process the complex indexing.
d)	<input type="radio"/>	Allow fewer users access to structural authorization updates.

7. Which of the following criteria can be included in compensation review item attributes?

Note: There are 3 correct answers to this question.

a)	<input type="radio"/>	Budget type
b)	<input type="radio"/>	Effective day of award
c)	<input type="radio"/>	Eligibility key day
d)	<input type="radio"/>	Infotype updated upon activation
e)	<input type="radio"/>	Display period in Manager Self-Service

8. A customer has implemented SAP Organizational Management (OM) and acquires another organization. They need to set up and report on a dual reporting structure for some positions.

Which solution do you recommend?

Please choose the correct answer.

a)	<input type="radio"/>	Configure custom relationships and custom objects.
b)	<input type="radio"/>	Implement BAdI HRBAS00_RELAT HR (Exit for Relationships).
c)	<input type="radio"/>	Configure custom relationships and custom evaluation paths.
d)	<input type="radio"/>	Configure custom evaluation paths and custom objects.

9. Your customer has implemented appraisal systems.

What are the advantages of implementing Performance Management/Objective Setting and Appraisals (OSA)?

Note: There are 3 correct answers to this question.

a)	<input type="radio"/>	Flexible Performance Management user interface enables you to establish and cascade corporate and/or department goals
b)	<input type="radio"/>	Integration with SAP Learning Solution (LSO)
c)	<input type="radio"/>	Ability to assign appraisal model to specific personnel area/personnel subarea/employee group/employee subgroup
d)	<input type="radio"/>	Calibration of employees with update capabilities
e)	<input type="radio"/>	Ability to store data on IT0025 - Employee Appraisals

10. Employees often work on different projects and payroll has to post their salaries and bonuses to the corresponding project cost center.

Where do you assign the project cost center to the employee?

Please choose the correct answer.

a)	<input type="radio"/>	Organizational assignment infotype
b)	<input type="radio"/>	Work center
c)	<input type="radio"/>	Cost distribution infotype
d)	<input type="radio"/>	Job

11. Which standard BAdI implementations allow header access changes in Performance Management templates?

Note: There are 2 correct answers to this question.

a)	<input type="radio"/>	PART_APPER_ACCESS_2 - Change Part Appraiser During Appraisal
b)	<input type="radio"/>	PART_APPER_MGR - Change Part Appraiser Upon Manager Change
c)	<input type="radio"/>	PART_APPER_ACCESS - Change Part Appraiser Before Appraisal
d)	<input type="radio"/>	PART_APPER_STATUS - Change Part Appraiser at Status Change

12. A customer wants to create their own courses and use the SAP Learning Solution (LSO). Which components must be implemented as a minimum requirement?

Please choose the correct answer.

a)	<input type="radio"/>	The Learning Portal, Authoring Environment, Online and Offline Player, and Knowledge Management System
b)	<input type="radio"/>	The Learning Portal, Learning Management System, Authoring Environment, and Content Management System
c)	<input type="radio"/>	The Learning Portal, Instructor Portal, Offline Content Player, and Collaboration Room
d)	<input type="radio"/>	The Learning Portal, Authoring Environment, Content Management System, and Collaboration Room

13. HR wants to monitor the maintenance of Organizational Management (OM) master data. Which methods are available to audit this?

Please choose the correct answer.

a)	<input type="radio"/>	Program RHDOC_DISPLAY for logged changes to standard infotypes 1000-1999
b)	<input type="radio"/>	Log of reports that access the logical database PNP/PNPCE
c)	<input type="radio"/>	Program RPUAUD00 for logged changes to standard infotypes 0001-0999
d)	<input type="radio"/>	Log of reports that access the logical database PCH

Solutions

1 a) Incorrect	2 a) Correct	3 a) Correct	4 a) Correct	5 a) Incorrect
1 b) Correct	2 b) Incorrect	3 b) Correct	4 b) Incorrect	5 b) Incorrect
1 c) Incorrect	2 c) Incorrect	3 c) Incorrect	4 c) Correct	5 c) Correct
1 d) Incorrect	2 d) Incorrect	3 d) Incorrect	4 d) Incorrect	5 d) Incorrect
6 a) Incorrect	7 a) Correct	8 a) Incorrect	9 a) Correct	10 a) Incorrect
6 b) Correct	7 b) Correct	8 b) Incorrect	9 b) Correct	10 b) Incorrect
6 c) Incorrect	7 c) Correct	8 c) Correct	9 c) Incorrect	10 c) Correct
6 d) Incorrect	7 d) Incorrect	8 d) Incorrect	9 d) Correct	10 d) Incorrect
	7 e) Incorrect		9 e) Incorrect	
11 a) Correct	12 a) Incorrect	13 a) Correct		
11 b) Incorrect	12 b) Correct	13 b) Incorrect		
11 c) Correct	12 c) Incorrect	13 c) Incorrect		
11 d) Incorrect	12 d) Incorrect	13 d) Incorrect		

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