

SAP EDUCATION

SAMPLE QUESTIONS: P_HCMTM_64

SAP Certified Application Professional – HCM Talent Management with SAP ERP 6.0 EHP4 – [print view](#)

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. A company wants to grant access to external placement agencies similar to their internal recruiter, but restricted to search and process applications only. What do you recommend?

Please choose the correct answer.

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

2. What tasks do you perform to implement the standard E-Recruiting portal roles?

Note: There are 3 correct answers to this question.

Please choose the correct answers.

a)	<input type="radio"/>	Install the business package Common Parts (BP ERP05 Common Parts 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 the Switch Framework Customizing (SWF5).
d)	<input type="radio"/>	Install the business packages Recruiter (BP ERP RECRUITER 1.40) and Administrator (BP ERP RECRUITING ADMIN 1.40).
e)	<input type="radio"/>	Install Enhancement Package 4.

3. How do you enhance the job catalog to include job group and sub-family?

Please choose the correct answer.

a)	<input type="radio"/>	Create custom object job group and sub-family including the relationships and the evaluation path.
b)	<input type="radio"/>	Create custom object type job group and sub-family corresponding to the job.

c)	<input type="radio"/>	Create custom evaluation path 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.

4. A customer has implemented SAP Organizational Management (OM) and is now acquiring another organization. They need to set up a dual reporting structure for some positions.

Which solution do you recommend?

Please choose the correct answers.

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

5. Your customer has implemented Appraisal Systems.

What are the advantages by implementing Objective Setting and Appraisals (OSA)?

Note: There are 3 correct answers to this question.

Please choose the correct answers.

a)	<input type="radio"/>	Flexible Performance Management User Interface that enables the ability to establish and cascade corporate and/or department goals
b)	<input type="radio"/>	Ability to assign Appraisal Model to specific Personnel Area/Personnel Subarea/Employee Group/Employee Subgroup
c)	<input type="radio"/>	Employees' calibration with updates capabilities
d)	<input type="radio"/>	Integration with SAP Learning Solution (LSO)
e)	<input type="radio"/>	Integration with IT0025 – Employee Appraisals

6. Which of the following is a prerequisite for implementing HCM Processes and Forms?

Please choose the correct answer.

a)	<input type="radio"/>	NetWeaver 2004s SP2
b)	<input type="radio"/>	SAP ERP 2004
c)	<input type="radio"/>	SAP ERP 6.0 Enhancement Package 2
d)	<input type="radio"/>	R/3 4.7 Enterprise 2.00

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

Note: There are 2 correct answers to this question.

Please choose the correct answers.

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

8. A customer wants to create 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, the Authoring environment, the Content Management System and the Collaboration Room.
b)	<input type="radio"/>	The Learning Portal, the Instructor portal, Offline Content Player and the Collaboration Room.
c)	<input type="radio"/>	The Learning Portal, the Learning Management System, the Authoring environment and the Content Management System.
d)	<input type="radio"/>	The Learning Portal, the Authoring environment, Online and Offline Player and the Knowledge Management System.

9. What are the benefits of using SAP HCM logical database for creating customer-specific infosets?

Note: There are 2 correct answers to this question.

Please choose the correct answer

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

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

What is the recommended technology to generate the output document?

Please choose the correct answers.

a)	<input type="radio"/>	SAPscripts
b)	<input type="radio"/>	SmartForms
c)	<input type="radio"/>	HTML
d)	<input type="radio"/>	Adobe

11. Your customer is upgrading from SAP E-Recruiting EhP3 to EhP4.

Which workflows are obsolete in the new release?

Note: There are 2 correct answers to this question.

Please choose the correct answers.

a)	<input type="radio"/>	ERCStatusChg (Status Change) – WS51900005
b)	<input type="radio"/>	ERCAAppPos (Set Up Approval Process for Job Posting) – WS51800010
c)	<input type="radio"/>	ERCActCreate (Follow-Up Activities) – WS51900009
d)	<input type="radio"/>	ERCSAppReq (Set Up Approval Process for Requisition) – WS51800008

Solutions

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