

CERTIFICATION TEST

SAP CERTIFIED SOLUTION CONSULTANT HUMAN RESOURCES - MANAGEMENT & ADMINISTRATION WITH SAP ERP 2005

Booking Code

- C_THR12_05

Software

- SAP ERP Central Component 6.0

Number of Questions

80

Duration

1 day

Notes

- Please note that you are not allowed to use any reference materials during the certification test (no access to online documentation or to any SAP system).
- The certification test Solution Consultant Human Resources - Management & Administration with mySAP ERP 2005 verifies the knowledge in the area of the mySAP ERP Human Capital Management for the consultant profile "Management" and "Administration". This certificate proves that the candidate has a basic understanding within this consultant profile, and can implement this knowledge practically in projects.

Competency Areas

The following list helps you to identify the competency areas covered in this test. The percentage indicates the portion of the test dedicated to a particular competency area.

Competency	Importance	Topic	Primary	Way(s) to attain Alternative	Other
Experiences from Implementation Projects (Case Study or Project)	< 10%	Integration and Dependencies	THR12		
		Setting up Structures	THR12		
Human Resources Management: Basics	11-20%	Analytics	THR10	SAPHR	
		Employee Self-Service and Manager Self-Service (ESS / MSS)	THR10	SAPHR	HR130
		Enterprise Compensation Management and Personnel Cost Planning	THR10	SAPHR	HR400
		Navigation and Structures in HCM	THR10	SAPHR	
		Organizational Management	THR10	SAPHR	HR505
		Payroll	THR10	SAPHR	HR400
		Personnel Administration	THR10	SAPHR	HR305
		Personnel Development and Training and Event Management	THR10	SAPHR	HR305
		Recruitment	THR10	SAPHR	HR305
Time Management	THR10	SAPHR	HR306		
Master Data	> 20%	Customizing of Master Data Infotypes	THR10	HR305	
		Default Values	THR10	HR305	
		Dynamic Actions	THR10	HR305	
		Enterprise Structure	THR10	HR305	
		Infotype Control	THR10	HR305	
		Management of Global Employees	THR10	HR305	
		Organizational Structure	THR10	HR305	
		Personnel Actions	THR10	HR305	
		Project Management	THR10	HR305	
		Remuneration Structure	THR10	HR305	
		Wage Type Structure	THR10	HR305	
Organizational Management	11-20%	Concepts of Organizational Management	THR12	HR505	
		Customizing	THR12	HR505	
		Evaluations and Reporting	THR12	HR505	
		Expert Mode	THR12	HR505	
		Integration Points	THR12	HR505	
		Organization and Staffing Interface	THR12	HR505	
		Manager's Desktop and Manager Self Service	THR12	HR505	
Payroll	> 20%	Absence Valuation	THR12	HR400	
		Basics of Payroll	THR12	HR400	
		Cumulation Wage Type	THR12	HR400	
		Factoring	THR12	HR400	
		Payroll Process and Preconditions	THR12	HR400	
Personnel Calculation Rule	THR12	HR400			

		Processing of Averages	THR12	HR400	
		Retroactive Accounting	THR12	HR400	
		Time Wage Type Selection	THR12	HR400	
		Wage Type Valuation	THR12	HR400	
Reporting	< 10%	Ad Hoc Query	THR10	HR580	
		HCM in BW and SEM	THR10	HR580	
		Information Systems	THR10	HR580	
		Logical Databases and InfoSets	THR10	HR580	
		Methods of Reporting in HCM	THR10	HR580	
		Payroll and Time Management Infotypes	THR10	HR580	
		SAP Query	THR10	HR580	
SAP – Overview	< 10%	Management Empowered by mySAP ERP	ERP001		
		Management Empowered by mySAP ERP HCM	ERP030	SAPHR	
		SAP Navigation	SAP125		
Solution Manager	< 10%	Solution Manager Overview	SM001		
Time Management	> 20%	Absence and Attendance Counting	THR10	HR306	
		Attendance and Absence Quotas	THR10	HR306	
		Cost Assignment and Activity Allocation	THR10	HR306	
		Time Data Recording and Management	THR10	HR306	
		Time Management Groupings	THR10	HR306	
		Time Management Overview	THR10	HR306	
		Work Center Time Management (TMW)	THR10	HR306	
		Work Schedules and Part-Time Workers	THR10	HR306	