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Q HR review terms

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1. Douglas McGregor's Theory X and Theory Y framework grew from _____. C. the human relations movement

- a. the Green Revolution
- b. scientific management
- c. the human relations movement
- d. operations management

2. Which of the following terms refers to treating social outcomes and financial outcomes as complementary, rather than competing outcomes? C. Conscious capitalism

- a. Organizational citizenship behavior
- b. Greenwashing
- c. Conscious capitalism
- d. Astroturfing

3. Which of the following is the largest professional HR association in the field of human resource management? D. The society for HRM

- a. The Human Resources Management Association
- b. The Institute of Human Resource Capital Consultancy
- c. The Human Resources Professionals Association
- d. The Society for Human Resource Management

4. Which of the following offers three core certifications: C. The HR certification in-
Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR), and Global Professional in Human Resources (GPHR)? D. The HR certification in-

- a. The American HR Certification Association
- b. The National Academy of Human Resources
- c. The HR Certification Institute

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SAP C-TB120-2504 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Financials: This section measures skills of Financial Controllers and Accounting Specialists regarding business processes related to posting journal entries, payments, reconciliations, fixed assets, cost accounting, and financial and accounting reporting. Candidates learn to set up financial elements such as G/L account defaults, chart of accounts, currencies, and posting periods. They also demonstrate competence in performing common financial and banking operations. This domain contributes about 30% to the exam.
Topic 2	<ul style="list-style-type: none">Logistics: This domain targets Supply Chain Managers and Operations Specialists and focuses on knowledge of key business processes within sales, purchasing, warehouse management, MRP, production, and customer service in SAP Business One. Candidates describe how to set up logistics, CRM, and service functionalities and demonstrate the ability to perform common logistics tasks efficiently. This domain accounts for approximately 40% of the exam.
Topic 3	<ul style="list-style-type: none">Implementation: This section of the exam measures skills of SAP Business One Consultants and Implementation Specialists and covers the use of tools provided in the Implementation Center alongside SAP's implementation methodology to run a successful project. Candidates demonstrate the ability to set up and configure a new SAP Business One company, including initialization settings, customization tools, cockpit analytics, user settings, and authorizations. Compliance with SAP's maintenance policy is also assessed. This domain represents about 30% of the exam.

SAP Certified Associate - SAP Business One Sample Questions (Q18-Q23):

NEW QUESTION # 18

What are two activities performed during the realization phase of a well-run SAP Business One implementation project? Note: There are 2 correct answers to this question.

- A. Perform a fit/gap analysis.
- B. Manage organizational change.
- C. Configure and test the system
- D. Assess business needs.

Answer: B,C

NEW QUESTION # 19

An accountant needs to record a household payment on a monthly basis. Every month, the payment amount as well as the petty cash and the expense accounts are the same in the journal entry.

What is the best practice to achieve this?

- A. Use journal vouchers.
- B. Use recurring postings.
- C. Use recurring invoices.
- D. Use posting templates.

Answer: B

NEW QUESTION # 20

Query Manager allows you to save user queries in categories. What is the purpose of a category? Note: There are 2 correct answers to this question.

- A. Allows you to schedule the running of queries by category
- B. Groups similar types of user queries

- C. Enables the query to be saved and printed as a report
- D. Controls access to the saved user query

Answer: B,D

NEW QUESTION # 21

Which transaction would cause an increase to the balance of a revenue account?

- A. Incoming payment
- B. A/R credit memo
- C. A/R invoice
- D. Capitalization

Answer: C

NEW QUESTION # 22

You manufacture olive oil. You want to track the expiration date for the bottles of oil that you produce. What is the best way to enable this?

- A. Use serial numbers.
- B. Use batch numbers.
- C. Use receiving bin locations
- D. Use production bill of materials.

Answer: B

NEW QUESTION # 23

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