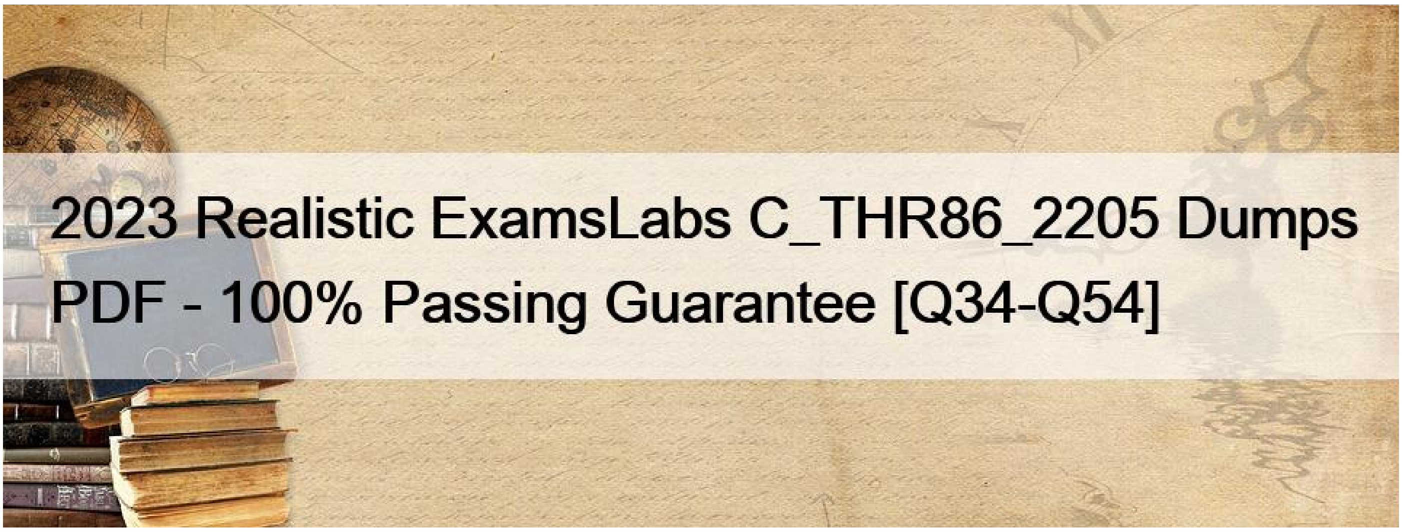
2023 Realistic ExamsLabs C_THR86_2205 Dumps PDF - 100% Passing Guarantee [Q34-Q54



2023 Realistic ExamsLabs C_THR86_2205 Dumps PDF - 100% Passing Guarantee
Free SAP C_THR86_2205 Exam Questions and Answer

SAP C_THR86_2205 Exam Description:

The "SAP Certified Application Associate - SAP SuccessFactors Compensation 1H/2022" certification exam verifies that the candidate possesses the basic knowledge in the area of the SAP SuccessFactors Compensation application. This certificate proves that the candidate has a basic and overall understanding within this consultant profile of the industry solution, and can implement this knowledge practically in projects under guidance of an experienced consultant. It is recommended as an entry-level qualification to allow consultants to get acquainted with the fundamentals of SAP SuccessFactors Compensation.

SAP C_THR86_2205 Certification Exam Topics:

Topic AreasTopic Details, Courses, Books**Compensation Plan Guidelines 8% - 12%**Configure compensation plan guidelines. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Set Up Import Tables < 8%**Configure and modify import tables. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Implementation Test < 8%**Conduct implementation tests. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Compensation Statements > 12%**Configure compensation statements. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Compensation Worksheets > 12%** Configure compensation worksheets. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Managing Employee Specific Data 8% - 12%**Manage employee specific data. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Permissions < 8%**Set up permissions. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Reports and Workflows > 12%**Create, enable, and export reports and workflows. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide

NEW QUESTION 34

Which permission is used for point-based but not for currency-based awards? Note: There are 2 correct answers to this question
* Spot Award Program
* Spot Award Budget
* Spot Award Redemption
* Spot Award user balance

NEW QUESTION 35

A customer is using the following number format:

Mode: Round down

Multiple: 10 How will a value of 96.5 be displayed
* 960.00
* 100.00
* 900.00
* 90-00

NEW QUESTION 36

Your clients HR team wants higher level planner to track where forms reside in the process and reach out to their team’s planners, who are behind schedule, via email. What should you recommend to the client?
* Access summary tab under compensation home
* Use executive review from the compensation menu
* Configure the FORM status file on the homepage
* Review the org chart in company info

NEW QUESTION 37

Your non-EC customer wants only users in Job Level A to be eligible for Lump Sum. The template is set for all active employees to be eligible as a starting point. What can you do to fulfill this requirement?
* Create an eligibility rule that determines that Job Level A population is NOT eligible for Lump Su
* Import value True in the Lump Sum eligible column for all NON-Job Level A users.
* Create an eligibility rule in Configure Business Rules to exclude those users in Job Level A
* Import value True in the Lump Sum eligible column for all Job Level A users

NEW QUESTION 38

You configure the following salary rule in the compen useFor=”merit”
benchmark=”range-penetration” actionO [comp-salary-rule-threshold > <message-on-exceed
* The ru s the planner that the range penetration threshold has been exceeded and the merit Field text turns red ‘-‘ Tlt,p anner can save the merit recommendation
* A pop-up message the planner if the exceeded amount should be assigned to Lump Sum *-‘The planner ve the merit recommendation by selecting Cancel in the pop-up message
* The rule prevents the planner from saving the merit increase. The planner must go back and change their merit recommendation
* A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum. The planner CANNOT h merit increase by selecting Cancel in the pop-up message

NEW QUESTION 39

Your customer has two pay components, IDs SALARY_US and SALARY_UK, that are used for employees base salary in their respective countries, They wan for all employees on a single worksheet using the employee’s periodic salary, NOT the annual value. What is the best way to accomplish this?

* Ensure the Used for Comp planning flag of the pay components is set to Comp and do NOT map to a specific pay component ID in the w
* Create two t templates and use eligibility rules to ensure employees appear on the correct one
* Create two custom columns and map each to the pay components. Use a third custom column to display whichever is non-zero
* Create a pay com t group that includes both pay components and use that for the planning

NEW QUESTION 40

Your customer wants to include confidential information on the planning form that is visible only to the HR team and NOT to planners.

How can you achieve this?

* Configure a custom field for the confidential data as reportable.
* Configure a custom field for the confidential data and set the field to read-only.
* Configure a custom field for the confidential data and use field-based permissions.
* Configure a custom field and check the “hide this column on the form” box.

NEW QUESTION 41

You want to rename the Salary tab of the compensation plan template.Which field section must you configure?

* Form Fields
* Navigation Fields
* Rollup Report Fields
* Custom Views

NEW QUESTION 42

Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum. How do you build the eligibility rule to make this happen?

* Check the Start Date field to see if the employee started at least 2 years ago

* Check if the Event Reason is New Hire and the effective date is 2 years ago.
* Refer to the Time in Position field to check if the employee has been in this position for more than 2 years
* Create a custom field in the Complnfo HRIS element to use in the eligibility rule

NEW QUESTION 43

Which actions can you perform on the Add/Edit Statement Tempi reen in Admin Center when creating a compensation statement from SuccessStore templates? Note: There are 3 of answers to this question
* Design the statement with multiple graphics
* Customize the statement text to fit your customer’s company and culture
* Reference the company logo URL and change the title of the statement
* Configure the statement for multiple languages
* Change the order of the compensation fields

NEW QUESTION 44

Your customer has an Employee Central integrated template with an effective date of March 1, 2020. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2020, with a start date of March 1, 2020.

An employee gets promoted on February 14, 2020, which includes a pay grade change.

What is the effect on the value that is displayed when the planner opens the worksheet on March 5, 2020?
* employee becomes ineligible
* new paygrade is displayed
* The pay grade remains the same as it was when the forms were created
* new forms need to be created because an error will be shown

NEW QUESTION 45

Your customer would like to planners to be able to edit the adjustment column only after a certain date, but before form reach completion, how can this be achieved?
* After forms launch and AFTER the date has passed, change the field-based permission for the Adjustment column to be editable.
* On the specified date, change the re -only setting on the column from YES to NO.
* After forms launch and BEFORE the dateUaiepuSed, change the field-based permission for the Adjustment column to be editable.
* Use custom validation that c the date and update the validation once the date has passed

NEW QUESTION 46

Your customer uses a look up table to calculate custom budgets, as shown in the attached screenshot. The budget is based on an employees country and status. In the template, the country is defined with field custom country and status is defined with field id customStatus. What is the correct syntax to calculate merit.
* lookup(toNumber(,l2018_BudgetPool,,/ customCountry, customStatuS/merit)*curSalary
* lookup(toNumber(,l2018_BudgetPool,,/ customCountry,customStatus,1)*curSalary
* lookup(toNumber(“2018_BudgetPool,,/ customCountry, customStatus, merit))*curSalary
* lookup(toNumber(“2018_BudgetPoor, customCountry,customStatus,1))*curSalary

NEW QUESTION 47

Which element in the compensation plan template XML controls the Lump Sum split?

* < comp-calculation >
* .< comp-budget-rule >
* < comp-salary-rule >
* <comp-rule >

NEW QUESTION 48

Which of the following actions can you perform on worksheets after they are lead and before they have been completed? Note: There are 3 correct answers to this question
* Generate compensation statements
* Update guidelines
* Update a formula in a custom column.
* Update lookup table contents
* Revise field-based permissions

NEW QUESTION 49

What type of custom fields can you use as formula criteria within the guidelines? Note: There are 2 correct answers to this questions.
* String enumerated fields compensation
* Money, fields based on a custom formula calculation
* fields uploaded from the User Data File
* Percent fields based on a custom formula calculation

NEW QUESTION 50

Each employee has a custom number code assigned to them. However, your customer wants to display they have instead of the code on the worksheet. If the code is NOT in the table, the customer wants blanks to be displayed. What would you define as the last row in your lookup table?
* FALSE as the input agreement with blanks as the output
* An asterisk input agreement with blanks as the output
* N/A as the input value/key with blanks as the output
* A blank in the input agreement with blanks as the output

NEW QUESTION 51

Your customer has part-time and full-time employees. What do you figure in the system to have it calculate the compa-ratio, range penetration, current salary, and adjusted sa nges?
* Add the standard FTE field to the compensation plan template.
* Set in the user file (UDF) to FULL-TIME or PART-TIME
* Set SALARY_PRORATING in the user data file) to the percent that the employees work full time C.
* Set XML attribute isActualSalarylmp rte to True in the compensation plan template

NEW QUESTION 52

Your client wants the worksheet to calculate the “ideal” recommendation for planners and pre-populate that into all recommendations. Planners would then alter the syst commendations. The budget starts with all money being spent. If the planner wishes to increase one employee raise, they need to decrease another’s in order to stay under budget. How can this be achieved? Note: There 2 correct answers to this question.
* Use guidelines to populate the default and with mode PercentOfCustomField, where the custom field uses a lookup table
* Use a custom column with a formula to display the “ideal” and guidelines with a default of 0. Budgets use the

DirectAmount model
* Use guidelines to populate the default and budget with mode Guideline
* Use a custom validation to display a warming to remind the planner to decrease another employee if they increase one employee.
Budgets use the PercentOfCurSal mode

NEW QUESTION 53

Your customer uses the Second Manager compensation hierarchy. How can you check for missing managers in the hierarchy? Note: There are 2 correct answers to this question.
* Use the Export Users Without Managers report
* Run a Compensation Eligibility ad hoc report
* Use the rollup report
* Use the check tool

NEW QUESTION 54

How can you enable bulk printing of reward statements from a completed compensation worksheet?
* Grant managers read permission for “personalCompensationStatement” in the data model
* Set XML plan attribute include
* Set RBP User Permission View Statement for managers.
* Set RBP User Permission View Statement for everyone.