

Ultimate Guide to the C-THR86-2111 - Latest Dec 01, 2022 Edition Available Now [Q42-Q65]



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2022 Updated Verified Pass C-THR86-2111 Exam - Real Questions and Answers

SAP C-THR86-2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Managing Employee Specific Data- Manage employee specific dataTopic 2- Set Up Import Tables- Configure compensation plan guidelinesTopic 3- Manage plan settings. Describe the fundamental elements of Rewards and Recognition- Create, enable, and export reports and workflows

NEW QUESTION 42

Your customer requires the stock budget allocation for each employee to be visible on the compensation worksheet. How can you achieve this?

Please choose the correct answer

* Add a new budget calculation based on `“User”` and use `“STOCK_BUDGET_STOCK_AMOUNT”` as the import key.

- * Create a custom field and pull data from the `STOCK_BUDGET_STOCK_AMOUNT` column of the user U data file (UDF)
- * Create a custom field and use the Direct Amount budget mode for stocks.
- * Add a guideline field in the design worksheet labeled as `Stock Budget Allocation`;

NEW QUESTION 43

In Admin Tools, you configure a merit budget based on a percentage of the current salary. In the `Based On` dropdown option you select `User`. How would you define the budget percentage? Please choose the correct answer.

- * Import a percentage for each employee in the user data file (UDF).
- * Assign each user to a budget group and then assign group percentages.
- * Use default percentage for all users.
- * Assign a percentage to each user in the Budget Assignment section.

NEW QUESTION 44

Your customer needs to remove a compensation statement from the system for one employee that was NOT eligible for a merit increase. How can you accomplish this? Please choose the correct answer.

- * Recall the compensation statement for the employee.
- * Remove the employee from the compensation form and regenerate the statement
- * Make the employee ineligible for a merit increase using the eligibility engine.
- * Remove the employee from the compensation form and run the `Update all worksheet` job.

NEW QUESTION 45

In Admin Tools, you load a pay matrix table as shown in the attached screenshot. You map attribute 1 to business unit and attribute 2 department. On the compensation worksheet, an employee is in the Operations department, the ABC business unit, and pay grade 3. The employee's current range penetration is calculated as exactly 100%. What is the employee's current annual salary? Please choose the correct answer.

- * 72000
- * 90000
- * 66000
- * 85000

NEW QUESTION 46

You set the Reportable option of a custom field to true in the Column Designer. In which reports does this field appear?

There are 3 correct answers.

- * Executive review
- * Ad hoc
- * Aggregate export
- * Standard YouCalc widget
- * Rollup

NEW QUESTION 47

Each employee has a custom number code assigned to them. However, your customer wants to display the name 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? Please choose the correct answer.

- * A blank in the input agreement with blanks as the output.
- * N/A as the input agreement with blanks as the output.
- * FALSE as the input agreement with blanks as the output.
- * An asterisk (*) in the input agreement with blanks as the output.

NEW QUESTION 48

Your customer is setting up a stock factor table based on job level, as shown in the attached screen shot. Which job level is properly configured? Please choose the correct answer.

- * MGR_3
- * MGR_4
- * MGR_1
- * MGR_2

NEW QUESTION 49

Which of the following functions in the Admin Tools can you use to delete compensation worksheets for active planners?

There are 2 correct answers.

- * Manage worksheets
- * Delete form
- * Update compensation worksheet
- * Delete employees

NEW QUESTION 50

What can you do with a compensation profile? There are 3 correct answers.

- * Import salary history into the profile
- * Promote an employee
- * Enter recommendations.
- * View budget.
- * Display salary history.

NEW QUESTION 51

You set up a merit guideline rule based on the performance rating. You import guideline formulas as shown in the attached screenshot. According to the imported formulas, what is the minimum merit guideline if an employee's performance rating is 4? Please choose the correct answer.

- * 1%
- * 0%
- * 2%
- * 4%

NEW QUESTION 52

You create a test User Data File (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER and SECOND_MANAGER columns? Please choose the correct answer.

- * MANGER: NO_MANAGER U SECOND_MANAGER: blank
- * MANGER: blank

SECOND_MANAGER: blank

- * MANGER: NO_MANAGER V U SECOND_MANAGER: NO_MANAGER
- * MANGER: blank

SECOND_MANAGER: NO_MANAGER

NEW QUESTION 53

Your customer uses a look-up table to calculate custom budgets as shown in the attached screenshot. The budget is based on an employee's country and status. In the template, the country is defined with the field ID

‘customCountry’ and the status is defined with the field ID ‘customStatus’.

You need to create a custom field that contains the look-up value for the promotion budget percent. What is the correct syntax for the calculated field?

Please choose the correct answer.

- * lookupC’2012_Custom_Budget_Poor” customCountry, customStatus,3)
- * lookup(“2012_Custom_Budget_PooP customCountry, customStatus, 1)
- * lookup(“2012_Custom_Budget_PooP customCountry, customStatus,promotion)
- * lookup(“2012_Custom_Budget_PooP customCountry, customStatus)

NEW QUESTION 54

You want an administrator that is excluded from the route map to make compensation recommendations. What feature allows this?

Please choose the correct answer.

- * Compensation profile
- * Executive review
- * New compensation worksheet
- * Ad hoc reporting

NEW QUESTION 55

Which of the following options reflects a best practice for configuring compensation plan guidelines? Please choose the correct answer.

- * Add a formula without any criteria at the bottom of the guideline list to act as a default.
- * Make sure the Enable Guideline Optimization checkbox is selected if your customer has less than 1,000 guidelines.
- * Allow planners to enter negative salary adjustment recommendations.
- * Always arrange guideline formulas in order by performance rating and comp ratio.

NEW QUESTION 56

You want to extract the entire compensation from SuccessFactors and import it to your own Human Resource Information System (HRIS). Which report must you run to capture compensation data from your current compensation plan? Please choose the correct answer.

- * Spreadsheet report

- * Aggregate export report
- * Compensation adjustment report
- * Budget roll-up report

NEW QUESTION 57

What does SAP recommend you do when you copy a compensation plan template for a new cycle? There are 2 correct answers

- * Create a new currency conversion table for the new cycle.
- * Update look-up tables referenced in the previous compensation cycle.
- * Update salary range tables referenced in the previous compensation cycle.
- * Recreate relevant rules in the eligibility engine for the new compensation cycle.

NEW QUESTION 58

Your customer has customized two compensation statements from the SuccessStore. One statement is used for employees in the Manufacturing department and the other is used for all other employees. How do you make sure that the Manufacturing employees receive the proper statement? Please choose the correct answer.

- * Use role-based permissions in Admin Tools
- * Assign statement groups under Complete Compensation Cycle.
- * Make the Manufacturing statement template the default template.
- * Set default permissions for the statement template under Action for All Plans.

NEW QUESTION 59

According to SuccessFactors' best practice, what must you include when you set up a compensation route map? Please choose the correct answer.

- * A staging step as the last modify step
- * At least five steps of manager review and approval
- * A signature step as the final step before completion
- * The Get Feedback button in the HR approval step

NEW QUESTION 60

In the user data file (UDF), what can you populate in the column

COMPENSATION_SALARY_RATE_UNITS? Please choose the correct answer.

- * 8.3%
- * MONTHLY
- * \$6,500
- * 012

NEW QUESTION 61

You want to display the percentage of employees in each pay grade who are eligible to receive a stock grant.

Which of the following activities must you perform to do this? Please choose the correct answer.

- * Create an eligibility engine rule in the Admin Tools which defines stock eligibility by pay grade.
- * Upload a stock participation guideline table CSV file in the Admin Tools.
- * Import the value TRUE in the STOCK_UNITS_ELIGIBLE column of the user data file (UDF) for users with eligible pay grades.
- * Create a custom stock field with a formula that calculates stock grant percentages per pay grade.

NEW QUESTION 62

Which compensation function requires the job code and pay grade mapping table? Please choose the correct answer.

- * Compensation History
- * Calculating Compa-Ratio
- * Cascading Budget
- * Job Selector

NEW QUESTION 63

You configure the following salary rule in the compensation plan template XML. `<comp-salary-rule use For-merit; benchmark-range-penetration; actionOnExceed=disallow;>`

- * A popup message asks the planner if the exceeded amount should be assigned to lump sum. The planner can save the merit recommendation by selecting `Cancel` in the pop-up message.
- * The rule alerts the planner that the range penetration threshold has been exceeded and the merit field text turns red. The planner saves the merit recommendation.
- * The rule prevents the planner from saving the merit increase. The planner must go back and change their merit recommendation.
- * A popup message asks the planner if the exceeded amount should be assigned to lump sum. The planner cannot save the merit increase by selecting `Cancel` in the pop-up message.

NEW QUESTION 64

Your customer wants the guidelines for an employee's merit recommendation to be prorated based on the employee's date of last hire. The date of last hire is different than the employee's original hire date. How can you fulfill this requirement? Please choose the correct answer.

- * Use salary proration and import the employee's last hire date in the `V U SALARY_PRORATING_START_DATE` column of the user data file (UDF).
- * Use salary proration and set the review start date equal to the employee's last hire date.
- * Use raise proration and import the employee's last hire date in the

`RAISE_PRORATING_START_DATE` column of the user data file (UDF).

- * Use raise proration and import a proration factor in the `RAISE_PRORATING` column of the user data file U (UDF).

NEW QUESTION 65

Your customer wants to change the background of the compa-ratio percent display. Which tag in the compensation plan template XML can you use? Please choose the correct answer.

- * `showColorBar`
- * `backgroundColor`
- * `comp-benchmark-color`
- * `comp-guideline-pattern`

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