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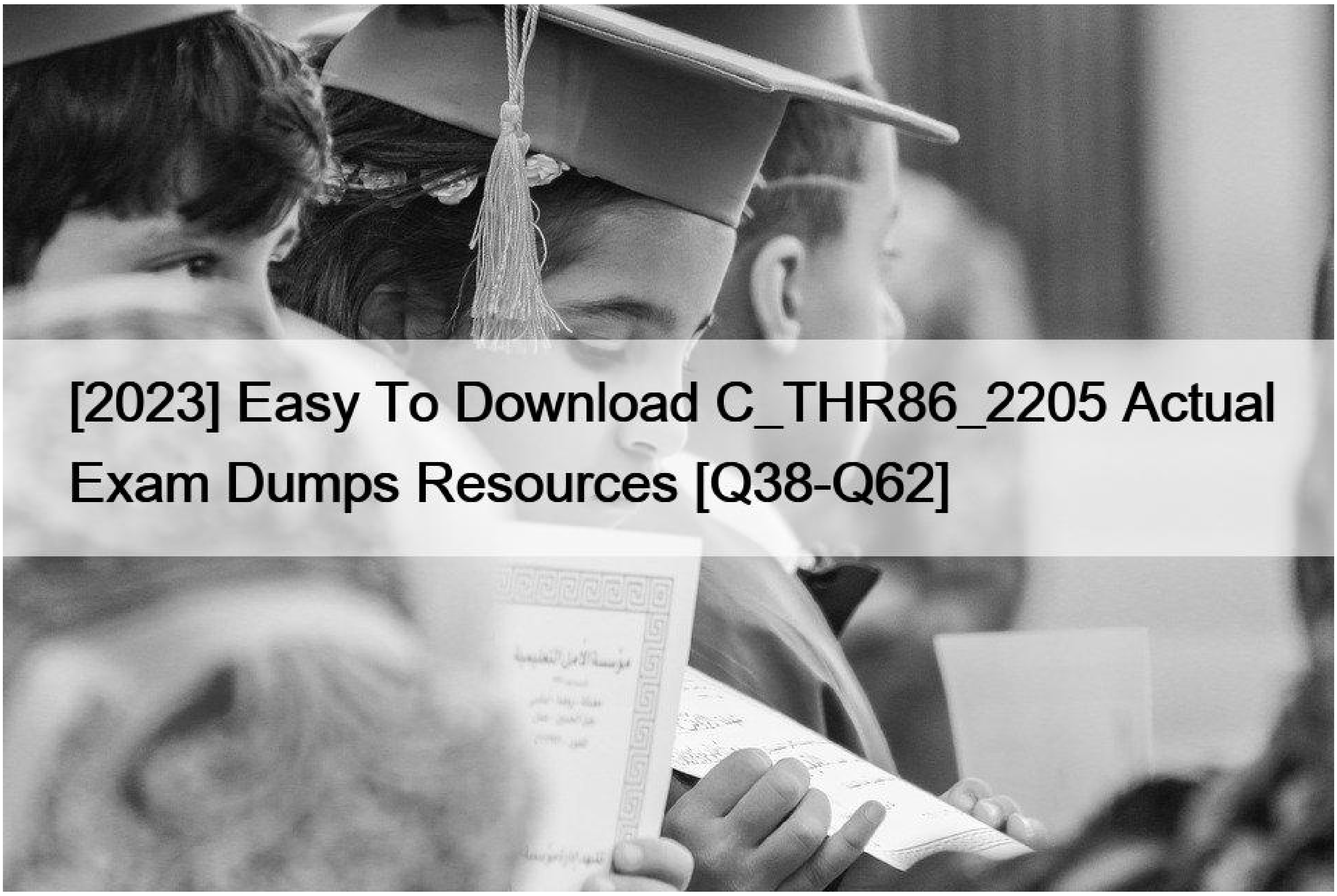

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Uplift Your C_THR86_2205 Exam Marks With The Help of C_THR86_2205 Dumps

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 Exam Syllabus Topics:

TopicDetailsTopic 1- Configure and modify import tables- Set Up Import TablesTopic 2- Configure compensation statements- Compensation StatementsTopic 3- Configure compensation plan guidelines- Compensation Plan Guidelines

NEW QUESTION 38

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 39

You are implementing an EC-integrated template. Which compensation fields are commonly mapped to a pay component or pay component group. There are 3 correct answers to this question

* Current Salary
* FTE
* Units Per Year
* Pay Grade
* Local currency Code

NEW QUESTION 40

Which tools facilitate a large volume of recommendation changes? Note: There are 2 correct answers to this question

* Offline Edit
* Edit-in place
* Cascading Budgets
* Mass action

NEW QUESTION 41

What happens to compensation forms when the conversion tables is updated during the planning period?

* Change is dynamic to in progress forms
* In-progress forms are only affected when Update all worksheets is run
* Only completed forms are completed
* In-progress forms NOT affected

NEW QUESTION 42

When would you run the update all worksheets function? 2 correct answers

* when a new hire or termination occurs
* when a administrator manually moves a employee to a new worksheet
* When managers makes a change to performance rating on a performance form

NEW QUESTION 43

Which of the following is possible without need for custom validations? Note: There are 2 correct answers

* warning message when the budge is exceeded
* An error message when adjustments are entered in two different fields
* An error message when maximum guideline is exceeded
* An error message when planners enter a promotion without changing pay grade

NEW QUESTION 44

You want to prevent planners from entering a negative merit increase in the compensation worksheet. Which configu steps must you perform?
* Enable a hard limit stop for the minimum merit guideline in Admin Center. Set the minimum value to 0 for all guideline formulas
* Create a guideline rule with the Force Default On Rating Change option set to Yes in Admin Center. Delete the < comp-guideline-pattern > in the form template XML.
* Create a guideline rule with the High/Low Action option set to Allow in Admin Center. Define each guideline formula with a default value of 0.
* Set e Enable Guideline Optimization setting in Admin Center delete the < comp-guideline-pattern > in the form template XML

NEW QUESTION 45

By default, how is budget allocation determined in Rewards and Recognition?
* Standard hierarchy of Admin
* Standard hierarchy of Nominee
* Standard hierarchy of Planner
* Standard hierarchy of Nominator

NEW QUESTION 46

Your client has asked you to change the display of the standard Current Salary Range field to only show the midpoint of the range. What needs to be updated to meet this requirement?
* Create a new number format under Set Number Format Rules
* Create a new custom field with a formula under Column Designer
* Update the pay guide format under Display Settings
* Update the salary guideline format under Display Settings

NEW QUESTION 47

In order to trigger a dynamic workflow when an employee receives an award amount above a specific value in Rewards and recognition, what base object must be used in the business rule?
* Spot Award Category
* Spot Award Program
* Spot award Level
* Spot Award

NEW QUESTION 48

What functions are available in a compensation profile? 2 correct answers
* View Budgets
* Promote an employee
* Import salary history into the profile
* Enter recommendations
* Display salary history

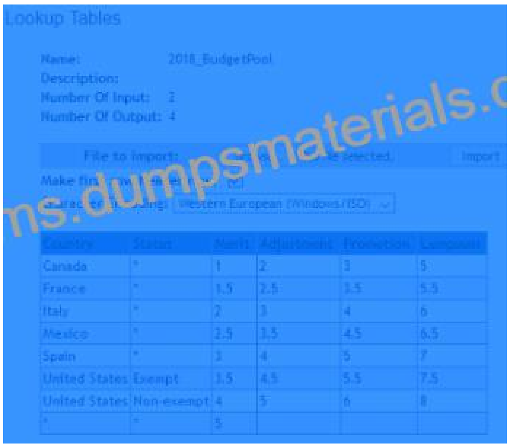
NEW QUESTION 49

The Detailed Reportl9es NOT appear on the compensation form as shown in the attached screenshot. What is some possible Note: There are 2 correct answers to this question.

* The Enable Rollup Reports option is NOT selected in the advanced settings.
* The user does NOT have the compensation rollup permission in role-based permissions
* The Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the advanced settings.
* The < comp-include-report> option is NOT set in the compensation plan template XML

NEW QUESTION 50

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



Country	Status	Merit	Adjustment	Promotion	Lumpsum
Canada	*	1	2	3	5
France	*	1.5	2.5	3.5	5.5
Italy	*	2	3	4	6
Mexico	*	2.5	3.5	4.5	6.5
Spain	*	3	4	5	7
United States	Exempt	3.5	4.5	5.5	7.5
United States	Non-exempt	4	5	6	8
*	*	5			

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 51

Which compensation column in the user data file (UDF) is required for multi-cu deployments?
* Salary Type
* Local Currency Code
* Functional Currency Code

NEW QUESTION 52

A customer using USD as functional currency would like to format Column Totals and Budgets to display 2 decimal places number format can be used?
* defMoneyFormat #,##0.00
* MoneyFormat #,#0.00 ; useFor= “Annual
* CustomMoney Format #,##0.00 ;useFor=”USD”
* defAmountFormat #,##0.00

NEW QUESTION 53

Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase. What is the best way to

accomplish this?
* Edit the xml and add a comp-force-comment-config tag with the mode attribute set to “guideline”
* Edit the xml and add a comp-force-comment-config tag with the mode attribute set to “no-raise”
* Edit the xml and add a comp-force-comment-config tag with the mode attribute set to “raise”

NEW QUESTION 54

Your customer has implemented SAP SuccessFactors Empl Central (EC) and now wishes to implement a single global compensation template. However, only part of the organization is in Employee Central; some countries are still using SAP ERP, but there are plans to move to SAP Successfactors Employee Central over the next two years. The customer wants to use the Compensation module to plan all employees, regardless of where their employee data sits. What is the recommended approach to this scenario?
* Create a single non-integrated temp ate, export the EC employees, and import them via UDF
* Create a single EC-integrated template and use the Hybrid Template option
* Create two templates-one with EC integ on and one without
* Suggest a phased approach is the non-EC employees become part of the process later as they migrate

NEW QUESTION 55

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.

NEW QUESTION 56

When should you configure a compensation template using the Second Manager hierarchy?
* Your customer has more than three manager approval levels in their route map.
* Your customer wants to include inactive employees on the compensation worksheets
* Your customer wants someone other than the standard manager to make compensation recommendations.
* Your customer wants both the standard manager and the matrix manager to approve compensation.

NEW QUESTION 57

Which rating source combinations you can use to configure a compensation plan template? 2 correct answers
* A rating from a 360 form

A comp rating from the compensation worksheet for employees who do not have 360 form
* A rating from a performance management PM form

A rating from a different PM form, a depending on which PM form was assigned to an employee
* A rating from a performance management RM form

A comp rating from the worksheet for employee who do not have PM form

NEW QUESTION 58

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 59

You are implementing compensation in a targeted environment and you are NOT using the promotion functionality.

Formulas

Order	Formula Name*	Rating
1	Formula1	≥1 to ≤2
2	Formula2	>2 to ≤3
3	Formula3	>3 to ≤4
4	Formula4	>4 to ≤5
5	Formula5	[Edit]

Min*	Low	Default*	High		Actions
0	0	0	[illegible]	0	
1	[illegible]	2	0	3	
2	0	3	0	4	
4	0	5	0	6	
0	0	0	0	0	

To where can you publish data? There are 2 correct answers to this question
* Non-Recurring Pay Components
* Job Information
* Employee Details
* Recurring Pay Components

NEW QUESTION 60

Which report can aggregate compensation details from multiple plans? 2 correct answers
* executive review
* online report designer
* Aggregate export
* Adhoc report

NEW QUESTION 61

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 62

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