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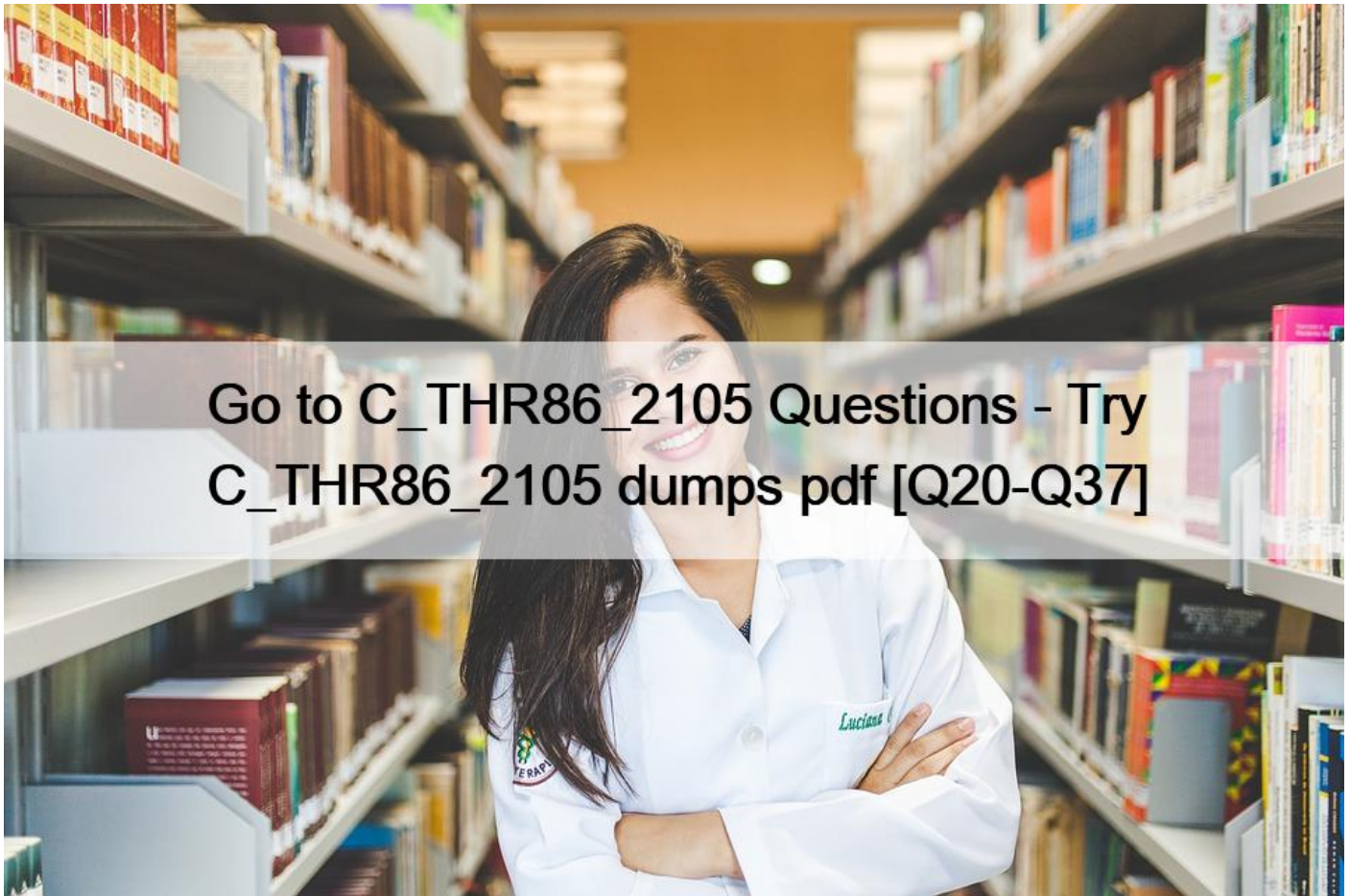

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Dumps Practice Exam Questions Study Guide for the C_THR86_2105 Exam

SAP C_THR86_2105 Exam Description:

The "SAP Certified Application Associate - SAP SuccessFactors Compensation 1H/2021" 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.

Q20. Your customer has part time employees. What do you configure in the system to have it calculate the compa-ratio, range penetration, current salary and adjusted salary ranges? Please choose the correctanswer.
* Set SALARY_PRORATING in the user data file (UDF) to the percent that the employees work full time.
* Add the standard FTE field to the compensation plan template.
* Set COMPENSATION_SAL_RATE_TYPE in the user data file (UDF) to FULL_TIME or PART_TIME.
* Set the XML tag “isActualSalaryImported” to TRUE in the compensation plan template.

Q21. Which information is included in the rollup report? Please choose the correct answer.
* The sum of budget and total spend for each division, department, or location
* The sum of budget and total spend for each planner in the hierarchy
* The total number of employees that received a promotion summarized by job level
* The average bonus payout amount for each location

Q22. 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 isdefined with the field ID ‘customStatus’.

You need to create a custom field that contains the look-up value foe 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)

Q23. Yourcustomer 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

Q24. When must you configure a template to be local currency centric? There are 2 correct answers.
* When you want the worksheet to display the budget in the local currency of the planner.
* When you want planners to input data in the currency type in which the employee is paid.
* When you want to import employee salary in the currency in which the employee is paid.
* When you want the system to assign each employee to the correct currency code based on the employee’scountry.

Q25. An employee’s planner has changed and youneed to assign the employee to a different compensation form.

When importing the User Data File (UDF). Which option must you select to reflect this change? Please choose the correct answer.
* Add new member to compensation form.
* Automatic inbox document transfer to new manager.
* Automatic En Route document transfer to new manager.
* Move user’s compensation data from old manager to current manager.

Q26. You want to export user compensation data from your customer’s SuccessFactors system.

Whichoption in the Employee Data Export tool prevents any user compensation data from being downloaded?

Please choose the correct answer.
* Include imported field-level eligibility fields with system default import keys
* Export as a batch process
* Short format: only system fields
* Valid users only

Q27. Which permission can youuse to restrict certain groups from seeing the budget allocation in the worksheet?

Please choose the correct answer.
* Field-based permission
* Budget override permission
* Executive review permission
* Budget assignment permission

Q28. You customer uses a multi-currency compensation plan template. Where can they update the exchange rate for US Dollars (USD) to Euros (EUR) using the Admin Tools? Please choose the correct answer.
* Compensation Home -> Actions for all Plans
* Compensation Home -> Plan Setup -> Setting -> Currency settings
* Compensation Home -> Plan Setup -> Plan Details
* Compensation Home -> Manage worksheets

Q29. 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

Q30. Which of the following is a recommended option for updating the Employee Profile with compensation data?

There are 2 correct answers.
* Create a custom portlet on the employee profile and importcompensation data to the portlet using the Import Extended User Information option.
* Import historical compensation data in custom compensation columns on the user data file (UDF) and create a custom background portlet to display the data.
* Publish newcompensation data from the compensation worksheet directly to the Employee Profile in a standard compensation portlet.
* Permission Human Resource users to enter compensation data on fields in a custom background portlet as part of the profile completionprocess.

Q31. In Provisioning for your customer's instance you select the 'Assign default required field values for new user if none specified' option. You want to import acompensation-specific user data file (UDF). Which columns are required?
There are 2 correct answers
* MANAGER
* USERID
* USERNAME
* STATUS

Q32. Your customer has differentcompensation plan templates for stock and compensation. This customer therefore wants to use one combined compensation statement. What can you use to achieve this?

Please choose the correct answer
* Role-based permissions

* The Secondary Plan option
* The interoperability option
* The Assign Statement Groups option

Q33. Which compensation permissions are typically enabled for human resource business partners? There are 3 correct answers.
* Compensation Management
* Manage Plan Template
* Executive Review Read
* Run Ad Hoc Reports
* Change User Information

Q34. Your customer has a compensation plan template with the functional currency EUR. The manager’s owncurrency is USD. The manager’s compensation worksheet contains employees who are paid in the following currencies: EUR, USD, CHF and GBRWhich view must you enable to make sure the manager can display the salary of all of their employees in USD?
Please choose the correct answer.
* The includeFunctionalCurrency view
* The includePlannerCurrency view
* The includeAnyCurrency view
* The includeLocalCurrency view

Q35. Your customer uses the Second Manager compensation hierarchy. How can youcheck for missing manager in the hierarchy?

Please choose the correct answer.
* Select the Validate Manager and HR fields option when importing the user data file (UDF).
* Run 3 Compensation Planning ad hoc report.
* Use the Export users without manageroption under the Define Planners page.
* Export the user data file (UDF) and check the MANAGER column.

Q36. When setting up rating sources in a compensation plan template, which of the following rating types can you select?

There are 2 correct answers.
* overallCompetency
* overallPerformance
* overall360
* overallPerformancePotential

Q37. When should you configure a compensation template using the second manager hierarchy?

Please choose the correct answer
* Your customer wants to include inactive employees on the compensation worksheet
* Your customer wants someone other than the standard manager to make compensation recommendations
* Your customer has more than three manager approval levels in their route map
* Your customer wants both the standard manager and the matrix manager to approve compensation

SAP SF Comp Certification Exam Details:

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