100% Pass Top-selling C_THR86_2105 Exams - New 2022 SAP Pratice Exam [Q24-Q38
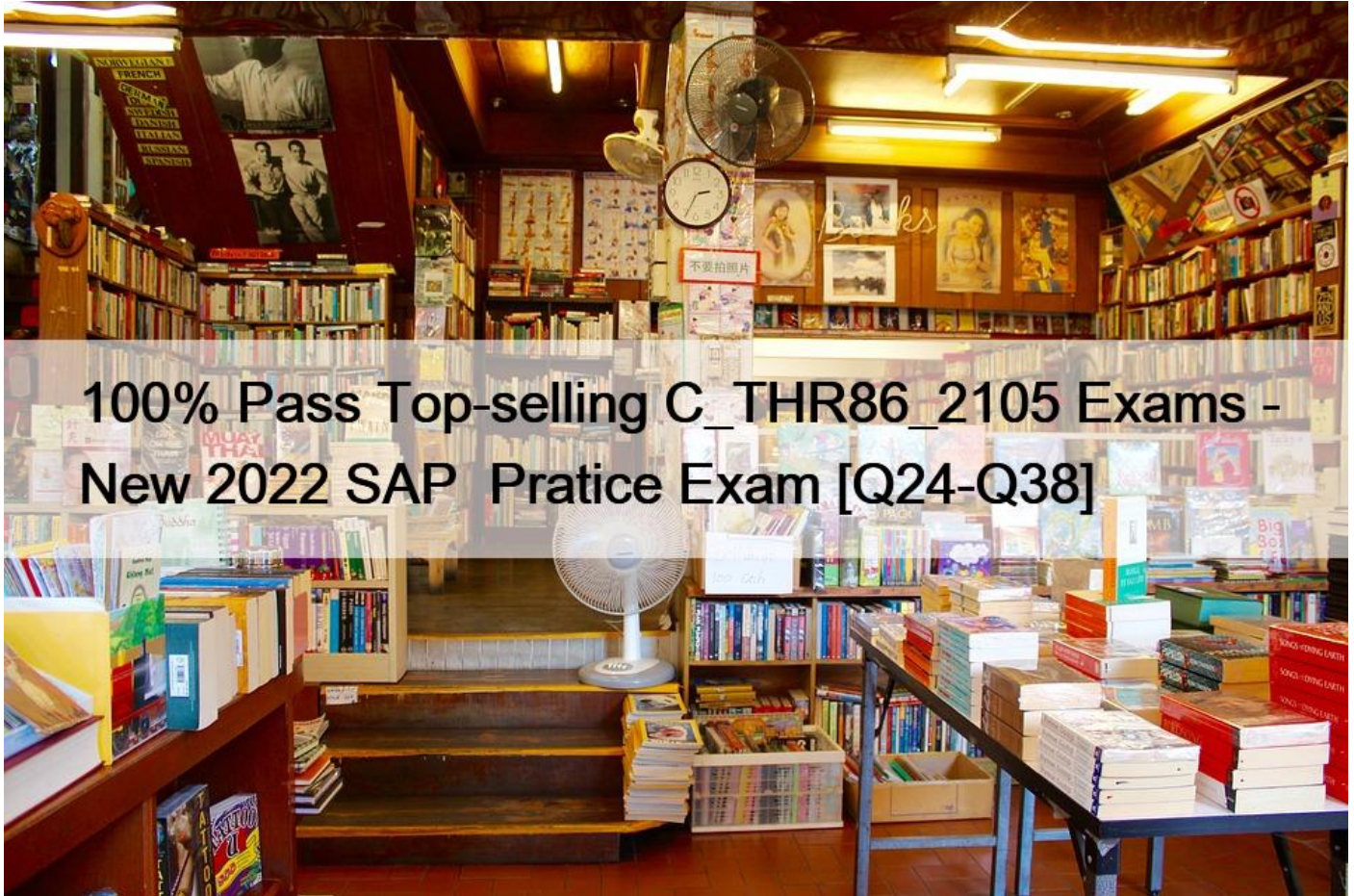

100% Pass Top-selling C_THR86_2105 Exams - New 2022 SAP Pratice Exam
SAP Certified Application Associate Dumps C_THR86_2105 Exam for Full Questions - Exam Study Guide

SAP SF Comp Certification Exam Topics:

Topic AreasTopic Details, Courses, BooksWeightingSet Up Import TablesConfigure and modify import tables.

THR80(SUCCESSFACTORS HCM SUITE)

THR86(SUCCESSFACTORS HCM SUITE)

Compensation Implement Guide< 8%Plan SettingsManage Plan Settings.

THR80 (SUCCESSFACTORS HCM SUITE)

THR86(SUCCESSFACTORS HCM SUITE)

Compensation Implement Guide> 12%Reports and WorkflowsCreate, enable, and export Reports and Workflows.

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Compensation Implement Guide> 12%Compensation WorksheetsConfigure Compensation Worksheets.

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Compensation Implement Guide> 12%Managing Employee Specific DataManage employee specific data.

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Compensation Implement Guide8% - 12%

C_THR86_2105 Exam Certification Details:
Duration:180 minsExam:80 questionsLanguages:EnglishLevel:AssociateCut Score:55%

NO.24 You test and troubleshoot compensation statements for your customer. Where can you download all statements generated for the compensation template in a single PDF file? Please choose the correct answer.
* From the Export option in the executive review.
* From the Select Statement Templates utility under Complete Compensation Cycle
* From the Bulk Print option in the compensation worksheet
* From the Manage Statement Templates utility under Action for All Plans

NO.25 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.

NO.26 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

NO.27 Which rating source combinations can you use to configure a compensation plan template? There are 2 correct answers.
* A ratingfrom a Performance Management (PM) form

A Comp Rating from the compensation worksheet for employees who do NOT have a PM form.
* A rating from a 360 form

A Comp Rating from the compensation worksheet for employees who do NOT have a 360 form
* A rating from a Performance Management (PM) form.

An imported rating from the user data file for employees who do NOT have a PM form
* A rating from a Performance Management (PM) form.

A rating from a different PM form depending on which PM form was assigned to an employee.

NO.28 In Admin Tools, you configure a merit budget based on a percentage ofthe 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.

NO.29 Your client notices that data on compensation worksheets is incorrect. The attached screenshot shows the user data file (UDF) that was uploaded. Which columns cause this problem?

There are 3 correct answers to this question.
* JOBLEVEL
* SALARY
* DATE_OF_CURRENT_POSITION
* PAYGRADE
* SALARY_PRO RATING

NO.30 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, anemployee 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

NO.31 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 wantsblanks 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.

NO.32 When would you run the Update All Worksheets function? There are 3 correct answers.

* When an administration change the layout of the compensation plan template.
* When an administration manually moves an employee to a new worksheet.
* When a new hire or termination occurs.
* When an administration changes the data in a look-up table.
* When a manager makes a change to aperformance rating on a performance form.

NO.33 On the compensation worksheet, which of the following actions can you assign to planners with field-based permissions?

There are 2 correct answers.
* Delete columns
* View columns
* Add columns
* Editcolumns

NO.34 When should you configure a compensation template using the second manager hierarchy? Please choose the correct answer.

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

NO.35 Your customer’s budget for merit is 3% of the employee’s annual salary. A full timeemployee has worked for the company for half of the year. The guidelines for this employee show adjusted values for the 50% work time. Your customer does NOT want to give the manager the full budget for this employee. Only 50% of the employee’s calculatedbudget is to be included in the budget total. How can you accomplish this? Please choose the correct answer.

* Set 50% for the value in the user data file (UDF) field SALARY_BUDGET_MERIT_PERCENTAGE.
* Enable prorating in the guidelines in the Admin Tools.
* Set 50% as the value for the employee in the user data file (UDF) field COMPENSATION_FTE.
* Enable prorating in the budget calculation in the Admin Tool.

NO.36 Your client wants a graphical representation of performance distribution data in the Metrics section of a compensation worksheet. How can you achieve this? There are 3correct answers.

* Add the SuccessStore standard compensation salary widget in the Admin Tools.
* Upload the standard compensation salary widget epix file in the Admin Tools.
* Select the ‘Enable YouCalc widget on compensation form’ option in Provisioning.
* Add the <como-youcalc-application> tag to the compensation plan template XML.
* Use the standard pivot query reporting for compensation.

NO.37 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%

NO.38 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

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