DUMPSQUEEN

SAP Certified Application AssociateSAP SuccessFactors Compensation 1H/2022

SAP C_THR86_2211

Version Demo

Total Demo Questions: 10

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QUESTION NO: 1

Which items/objects can you move via the Instance Synchronization Tool during configuration migration from one instance to another?

A. Non-EC salary ranges

B. Lookup tables

C. Currency Conversion table

D. Stock tables

ANSWER: C

QUESTION NO: 2

Your customer is based in and has a functional currency of GBP. However, they also have offices in the US (USD), France (EUR), and Ge EUR). They would like the budget displayed in local currency, for all planners for example, German planners h budget in EUR, NOT GBR. How can you best account list? Note: There are 2 correct answers to this question

A. Disable functional Currency mode

B. Have four separate templates, one for each country

C. Use budget grouping and group on the local currency code

D. Enable Planner Currency mode

ANSWER: C D

QUESTION NO: 3

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?

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

B. Check if the Event Reason is New Hire and the effective date is 2 years ago.

C. Refer to the Time in Position field to check if the employee has been in this position for more than 2 years

D. Create a custom field in the Complnfo HRIS element to use in the eligibility rule

ANSWER: B

QUESTION NO: 4

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

A. when a new hire or termination occurs

B. when a administrator manually moves a employee to a new worksheet

C. When managers makes a change to performance rating on a performance form

ANSWER: A C

QUESTION NO: 5

Your customer has the following requirements for their compensation plan:

1. Use a hard stop in the customer's guidelines

2. Display only the high and low values in the compensation worksheet.

3. Display a prompt message to planners if they go outside of the high/low values. Which guideline rule settings must you set to fulfill these requirements?

A. MIN-MAX
.HARD LIMIT:YES HIGH/LOW ACTION:ALLOW

B. LOW HIGH
.HARD LIMIT:YES HIGH/LOW ACTION:ALLOW

C. LOW HIGH
.HARD LIMIT:YES
HIGH/LOW ACTION:WARN

ANSWER: C

QUESTION NO: 6

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

A. Design the statement with multiple graphics

B. Customize the statement text to fit your customer's company and culture

C. Reference the company logo URL and change the title of the statement

D. Configure the statement for multiple languages

E. Change the order of the compensation fields

ANSWER: B C E

QUESTION NO: 7

What are the valid hierarchy types available when selecting the Method of Planner in Compensation?

A. Rollup Hierarchy

B. Manager Hierarchy

C. Standard Suite Hierarchy

D. Compensation Hierarchy(Second Manager)

E. Matrix manager hierarchy

ANSWER: A C D

QUESTION NO: 8

A customer's performance process has a collaboration step that happens after the compensation forms are launched. The customer is using compensation guidelines with defaults. How can you ensure default guidelines are fully reflected when a

A. RE run update all worksheets job from manage worksheet

B. Se the force default on rating within guidelines to NO

C. Set the default guidelines associated with the original performance rating to YES

ANSWER: C

QUESTION NO: 9

Which report can aggregate compensation details from multiple plans? 2 correct answers

A. executive review

B. online report designer

C. Aggregate export

D. Adhoc report

ANSWER: B D

QUESTION NO: 10

Your customer requires a field on the worksheet that is a picklist with two values: TRUE or FALSE. How can you achieve this?

A. Create an editable string field with enumerated values

B. Create an editable string field and make it reportable B.

C. Create a read-only string field and make it reportable D.

D. Create a read-only string field and make it reloadable.

ANSWER: A