

SAP.C-THR86-2011.v2022-04-08.q30

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NEW QUESTION: 1

What can you do with a compensation profile?

- A. Import salary history into the profile
- B. View budget.
- C. Display salary history.
- D. Enter recommendations.
- E. Promote an employee

Answer: A,C,D (LEAVE A REPLY)

NEW QUESTION: 2

Your customer uses the following planning fields in the compensation plan template

Promotion

*Merit

*Adjustment

Using the design worksheet in the Admin Tools, which standard field would you add to the compensation plan template to display the total amount awarded?

Please choose the correct answer.

- A. Total Increase
- B. Total Raise
- C. Total Compensation In Local Currency
- D. Total Compensation

Answer: (SHOW ANSWER)

NEW QUESTION: 3

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

Please choose the correct answer

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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 4

Your customer wants to round up all dollar figures in the compensation form to the nearest hundred dollars. What XML code do you need to include in the template to accomplish this?

Answer:

```
<comp-number-format-ext id="defMoneyFormat" mode-'truncate" useFor="money">
```

NEW QUESTION: 5

Which information is included in the rollup report? Please choose the correct answer.

- A. The sum of budget and total spend for each planner in the hierarchy
- B. The total number of employees that received a promotion summarized by job level
- C. The average bonus payout amount for each location
- D. The sum of budget and total spend for each division, department, or location

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

Review the final figure for each component of the compensation plan for your group. For more information about the approval process, please refer to the process document.

Please choose the correct answer.

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

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 7

Where can you assign route maps to compensation plan templates? Please choose the correct answer.

- A. Under Admin Tool -> Manage Route maps
- B. Under Provisioning -> Form Template Administration
- C. Under Provisioning -> Company Setting
- D. Under Admin Tool -> Plan Setup -> Settings

Answer: (SHOW ANSWER)

NEW QUESTION: 8

Which permission can you use to restrict certain groups from seeing the budget allocation in the worksheet? Please choose the correct answer.

- A. Budget assignment permission
- B. Field-based permission
- C. Executive review permission
- D. Budget override permission

Answer: B (LEAVE A REPLY)

NEW QUESTION: 9

When would you create budget groups? There are 2 correct answers.

- A. When a customer requires a cascading budget
- B. When a customer wants group assignments to change dynamically
- C. When a customer requires different budget strategies for each location
- D. When a customer requires different guidelines ranges for each department.

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 10

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.

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

Answer: D (LEAVE A REPLY)

NEW QUESTION: 11

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

Please choose the correct answer.

- A. Select the Validate Manager and HR fields option when importing the user data file (UDF).

- B. Use the Export users without manager option under the Define Planners page.
- C. Export the user data file (UDF) and check the MANAGER column.
- D. Run 3 Compensation Planning ad hoc report.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 12

You want managers to promote employees in the compensation profile. Which of the following steps must you perform to configure this? There are 3 correct answers

- A. Set up minimum and maximum guidelines for the standard promotion field.
- B. Import the job code and pay grade mapping file.
- C. Populate the JOBTITLE column in the user data file (UDF)
- D. Enable the job selector in the compensation template XML
- E. Set up families and roles in Admin Tools.

Answer: B,D,E (LEAVE A REPLY)

NEW QUESTION: 13

Your customer needs a budget that calculates a percentage of imported values for each employee on the compensation worksheet. Which Based On option can you use to fulfill this requirement? Please choose the correct answer.

- A. Template
- B. Import
- C. Group
- D. User

Answer: D (LEAVE A REPLY)

NEW QUESTION: 14

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

- A. Cascading Budget
- B. Compensation History
- C. Calculating Compa-Ratio
- D. Job Selector

Answer: D (LEAVE A REPLY)

NEW QUESTION: 15

Your customer wants only users in Job Level A to be eligible for a one-time disbursement that does NOT contribute toward final salary. What can you do to fulfill this requirement? There are 2 correct answers

- A. Import the value FALSE in the LUMPSUM2_ELIGIBLE column of the user data file (UDF) for all users U EXCEPT Job Level A user.

- B.** Create an eligibility engine rule in the Admin Tools that restricts Job Level A users eligible for Lump Sum.
- C.** Import the value TRUE in the LUMPSUM_ELIGIBLE column of the user data file (UDF) for all Job Level A users.
- D.** Create an eligibility engine rule in the Admin Tools that restricts non-Job Level A users from receiving Lump Sum 2.

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 16

Where can you disable Ask for Edits options in the route map of a compensation form? Please choose the correct answer.

- A.** Under Admin Tools -> Plan Setup -> Settings -> Advanced Settings
- B.** Under Provisioning -> Form Template Administration
- C.** Under Admin Tools -> Manage Route Maps
- D.** Under XML -> comp-config section

Answer: A (LEAVE A REPLY)

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NEW QUESTION: 17

Which element in the compensation plan template XML controls the lump sum split?

- A.** <comp-rule>
- B.** <comp-salary-rule>
- C.** <comp-calculation>
- D.** <comp-budget-rule>

Answer: B (LEAVE A REPLY)

NEW QUESTION: 18

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.

- A.** Compensation adjustment report
- B.** Spreadsheet report

- C. Budget roll-up report
- D. Aggregate export report

Answer: (SHOW ANSWER)

NEW QUESTION: 19

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.

- A. MGR_2
- B. MGR_4
- C. MGR_1
- D. MGR_3

Answer: B (LEAVE A REPLY)

NEW QUESTION: 20

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.

- A. From the Select Statement Templates utility under Complete Compensation Cycle
- B. From the Manage Statement Templates utility under Action for All Plans
- C. From the Export option in the executive review.
- D. From the Bulk Print option in the compensation worksheet

Answer: D (LEAVE A REPLY)

NEW QUESTION: 21

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

Please choose the correct answer.

- A. Compensation profile
- B. Executive review
- C. Ad hoc reporting
- D. New compensation worksheet

Answer: B (LEAVE A REPLY)

NEW QUESTION: 22

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

- A. Create a custom field and pull data from the "STOCK_BUDGET_STOCK_AMOUNT" column of the user U data file (UDF)

- B.** Add a new budget calculation based on "User" and use "STOCK_BUDGET_STOCK_AMOUNT" as the import key.
- C.** Add a guideline field in the design worksheet labeled as "Stock Budget Allocation".
- D.** Create a custom field and use the Direct Amount budget mode for stocks.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 23

Your customer gives planners total discretion within their budget for merit planning and does NOT use guidelines. Your customer also prorates final payouts according to how many months the employee has been with the company. How can you accomplish this? Please choose the correct answer.

- A.** Set the includeRaiseProrating option to "true" in the template XML and use imported proration.
- B.** Use the Admin Tools to configure salary proration for imported proration.
- C.** Set the includeSalaryProrating option to "true" in the template XML and use imported proration.
- D.** Use the Admin Tools to configure raise proration for date-based proration.

Answer: C (LEAVE A REPLY)

NEW QUESTION: 24

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.

- A.** MANGER: NO_MANAGER V U SECOND MANAGER: NO MANAGER
- B.** MANGER: NO_MANAGER U SECOND_MANAGER: blank
- C.** MANGER: blank
SECOND MANAGER: NO MANAGER
- D.** MANGER: blank
SECOND_MANAGER: blank

Answer: A (LEAVE A REPLY)

NEW QUESTION: 25

Which of the following is a recommended option for updating the Employee Profile with compensation data? There are 2 correct answers.

- A.** Create a custom portlet on the employee profile and import compensation data to the portlet using the Import Extended User Information option.
- B.** Import historical compensation data in custom compensation columns on the user data file (UDF) and create a custom background portlet to display the data.
- C.** Permission Human Resource users to enter compensation data on fields in a custom background portlet as part of the profile completion process.

D. Publish new compensation data from the compensation worksheet directly to the Employee Profile in a standard compensation portlet.

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 26

In the user data file (UDF), what can you populate in the column COMPENSATION_SALARY_RATE_UNITS? Please choose the correct answer.

A. MONTHLY

B. \$6,500

C. 012

D. 8.3%

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

Your customer has a compensation plan template with the functional currency EUR. The manager's own currency is USD. The manager's compensation worksheet contains employees who are paid in the following currencies: EUR, USD, CHF and GBR Which 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.

A. The includeFunctionalCurrency view

B. The includePlannerCurrency view

C. The includeAnyCurrency view

D. The includeLocalCurrency view

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 28

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 a compensation-specific user data file (UDF). Which columns are required? There are 2 correct answers

A. STATUS

B. USERNAME

C. MANAGER

D. USERID

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 29

Review the final figure for each component of the compensation plan for your group. For more information about the approval process, please refer to the process document. Please choose the correct answer.

A. The Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the advanced settings.

- B. The <comp-include-report> option is NOT set in the compensation plan template XML.
- C. The Enable Rollup Reports option is NOT selected in the advanced settings.
- D. The user does NOT have the compensation rollup permission in role-based permissions.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

You configured merit guidelines as shown in the attached screenshot.

If an employee has a rating of 3.05 what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

Please choose the correct answer

- A. 0% - 0%
- B. 3% - 5%
- C. 0% -10%
- D. 2% - 4%

Answer: ([SHOW ANSWER](#))

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