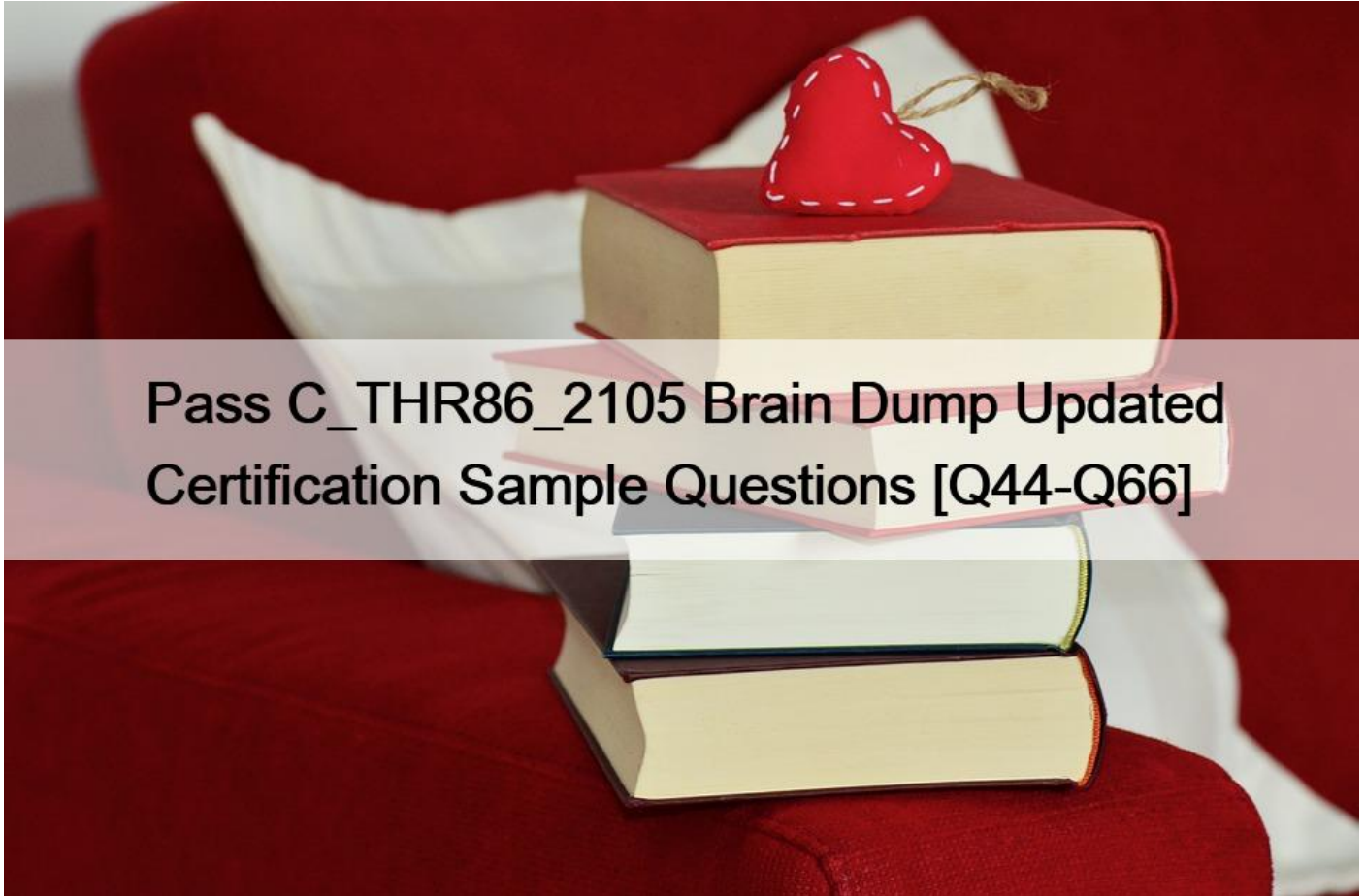


## Pass C\_THR86\_2105 Brain Dump Updated Certification Sample Questions [Q44-Q66]



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**Online C\_THR86\_2105 Test Brain Dump Question and Test Engine**

SAP SF Comp Certification Exam Details:

Exam NameSAP Certified Application Associate - SAP SuccessFactors Compensation 1H/2021LevelAssociateSchedule ExamSAP  
TrainingDuration180 minsSample QuestionsSAP SF Comp Certification Sample QuestionsExam CodeC\_THR86\_2105

SAP C\_THR86\_2105 Certification Exam Topics:

Topic AreasTopic Details, Courses, Books**Plan Settings > 12%**Manage plan settings. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Compensation Statements 8% - 12%**Configure compensation statements. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Set Up Import Tables < 8%**Configure and modify import tables. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Compensation Plan Guidelines 8% - 12%**Configure compensation plan guidelines. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Implementation Test < 8%**Conduct

implementation tests. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide **Compensation Worksheets > 12%** Configure compensation worksheets. THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) - Compensation Implement Guide

#### NEW QUESTION 44

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

#### NEW QUESTION 45

Which rating source combinations can you use to configure a compensation plan template? There are 2 correct answers.

- \* A rating from 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.

#### NEW QUESTION 46

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

#### NEW QUESTION 47

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

### NEW QUESTION 48

An employee's planner has changed and you need 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.

### NEW QUESTION 49

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.

- \* MANGER: NO\_MANAGER U SECOND\_MANAGER: blank
- \* MANGER: blank

SECOND\_MANAGER: blank

- \* MANGER: NO\_MANAGER V U SECOND\_MANAGER: NO MANAGER
- \* MANGER: blank

SECOND\_MANAGER: NO MANAGER

### NEW QUESTION 50

Your customer is an international company with a wide variety of salary ranges. The customer wants to use compa ratio to determine merit guidelines. How could you configure the pay matrix table for this client? Please choose the correct answer.

- \* Use four custom attributes.
- \* Use functional currency for the salary ranges.
- \* Add the pay grade as a value in the pay matrix table.
- \* Annualize all salary ranges.

### NEW QUESTION 51

What does SAP recommend you do when you copy a compensation plan template for a new cycle? There are 2 correct answers

- \* Create a new currency conversion table for the new cycle.
- \* Update look-up tables referenced in the previous compensation cycle.
- \* Update salary range tables referenced in the previous compensation cycle.
- \* Recreate relevant rules in the eligibility engine for the new compensation cycle.

### NEW QUESTION 52

Your customer has customized two compensation statements from the SuccessStore. One statement is used for employees in the Manufacturing department and the other is used for all other employees. How do you make sure that the Manufacturing employees receive the proper statement? Please choose the correct answer.

- \* Use role-based permissions in Admin Tools

- \* Assign statement groups under Complete Compensation Cycle.
- \* Make the Manufacturing statement template the default template.
- \* Set default permissions for the statement template under Action for All Plans.

### NEW QUESTION 53

You configure the following salary rule in the compensation plan template XML. <comp-salary-rule use For-merit-benchmark-range-penetration; actionOnExceed=disallow>A.

- \* 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.

### NEW QUESTION 54

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.

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

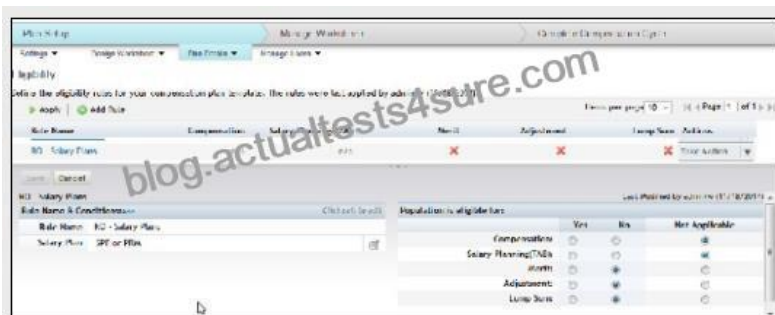
### NEW QUESTION 55

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

- \* Create an eligibility engine rule in the Admin Tools that restricts Job Level A users eligible for Lump Sum.
- \* Create an eligibility engine rule in the Admin Tools that restricts non-Job Level A users from receiving Lump Sum 2.
- \* Import the value TRUE in the LUMPSUM\_ELIGIBLE column of the user data file (UDF) for all Job Level A users.
- \* Import the value FALSE in the LUMPSUM2\_ELIGIBLE column of the user data file (UDF) for all users EXCEPT Job Level A user.

### NEW QUESTION 56

You have defined the eligibility rules as shown in the attached screenshot Budgeting is done as a percent of the current salary. What can you see on the compensation form for an employee in Salary Plan PRM? Please choose the correct answer.



- \* The employee does NOT appear on the form but their salary is included in the total budgetbasis.
- \* The employee appears on the form and is included in the total budget basis but CANNOT receive an award amount in merit, adjustment or lump sum.
- \* The employee does NOT appear on the form and their salary is NOT included in the total budget basis.
- \* The employee appears on the form, is NOT included in the total budget basis and CANNOT receive an award amount in merit, adjustment or lump sum.

### NEW QUESTION 57

Where must you update the instructions that appear at the top of a compensation worksheet? Please choose the correct answer.

- \* Under Provisioning -> Company Setting
- \* Under Provisioning -> Succession Data Mode
- \* Under Admin Tool -> Plan Setup -> Settings
- \* Under Admin Tool -> Plan Setup -> Design Worksheet

### NEW QUESTION 58

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 a performance rating on a performance form.

### NEW QUESTION 59

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, an employee 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

### NEW QUESTION 60

Your 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

### NEW QUESTION 61

The following tag in the compensation template XML is incorrect and is causing an error when you try to save the template in provisioning <comp-field-label>

- \* The CDATA block is incorrectly formed.

- \* Comp-field-label is an invalid tag.
- \* The comp-field-label tag is NOT correctly closed.
- \* Quotation marks are missing from the label content

### NEW QUESTION 62

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.

- \* 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.

### NEW QUESTION 63

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

### NEW QUESTION 64

You use date-based proration and you do NOT include dates in the user data file (UDF) for an employee.

What dates does the system use to calculate the proration percent? Please choose the correct answer.

- \* The start date and end date of the customer's fiscal year.
- \* The review start date and review end date configured in the compensation template.
- \* The start date and end date of the compensation worksheet.
- \* January 1 to December 31 of the current year.

### NEW QUESTION 65

Your customer uses role-based permissions. Where in the Admin Tools do you assign permissions to allow a user to import compensation data? Please choose the correct answer.

- \* Import Users
- \* Manage Users
- \* Administrative Privileges
- \* Manage Employee Import Privilege

### NEW QUESTION 66

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 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's country.

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