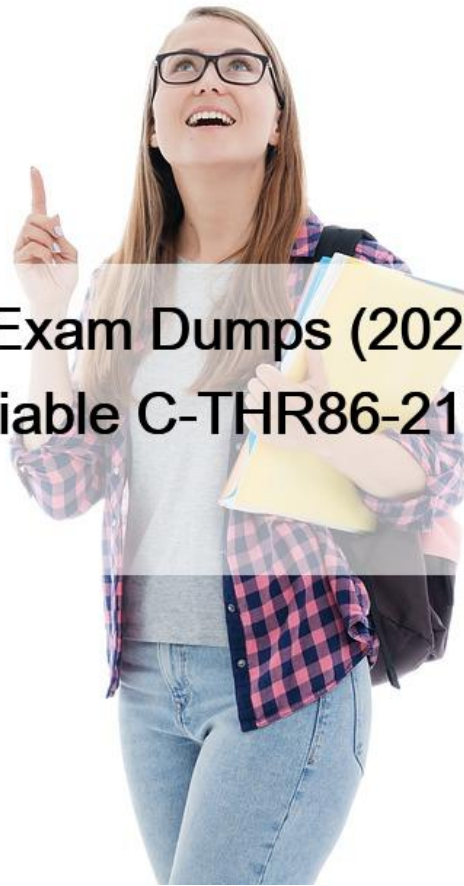


## Use C-THR86-2105 Exam Dumps (2022 PDF Dumps) To Have Reliable C-THR86-2105 Test Engine [Q47-Q63]

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C-THR86-2105 PDF Recently Updated Questions Dumps to Improve Exam Score

C-THR86-2105 Exam Certification Details:

Cut Score:55%Sub-solution:SuccessFactorsSample Questions: SAP C-THR86-2105 Exam Sample Question

Languages:EnglishLevel:AssociateDuration:180 mins

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.

### NEW QUESTION 47

What are the advantages of the PercentofMeritTarget budget mode? Please choose the correct answer.

- \* It is flexible since it is NOT based on users' imported salaries.
- \* It is dynamic since budgets recalculate when new targets are loaded.
- \* It is easy to configure since it is based on employee performance and benchmarks.
- \* It is client-specific and uses custom calculations if needed.

### NEW QUESTION 48

In the user data file (UDF), what can you populate in the column

COMPENSATION\_SALARY\_RATE\_UNITS? Please choose the correct answer.

- \* 8.3%
- \* MONTHLY
- \* \$6,500
- \* 012

### NEW QUESTION 49

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
- \* Edit columns

### NEW QUESTION 50

Which operators can you create formulas? There are 3 correct answers.

- \* \*
- \* #
- \* <

### NEW QUESTION 51

You have created a route map and have entered information for all options in each step. You have also configured To Dos for the Home Page.

Which field appears in the planner's To Do List on the Home Page when the worksheet is in their inbox?

Please choose the correct answer.

- \* Step Name
- \* Step ID
- \* Step Introduction & Mouseover Text
- \* Step Description

### NEW QUESTION 52

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.

- \* Standard YouCalc widget
- \* Executive review
- \* Ad hoc
- \* Aggregate export
- \* Rollup

### 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

What can you do with a compensation profile? There are 3 correct answers.

- \* Import salary history into the profile
- \* Promote an employee
- \* Enter recommendations.
- \* View budget.
- \* Display salary history.

### NEW QUESTION 55

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

### NEW QUESTION 56

A customer wants to display the compensation history in the compensation profile. When setting up the compensation history section, what can you use as a data source? There are 2 correct answers.

- \* Fields from a background section of the employee profile.
- \* Fields imported via the user data file (UDF)
- \* Fields from the current compensation worksheet.
- \* Fields from multiple plan templates

### NEW QUESTION 57

What is the correct format for the compensation aggregate report? Please choose the correct answer.

- \* csv
- \* xls
- \* v4e
- \* xml

### NEW QUESTION 58

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.

### NEW QUESTION 59

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

- \* Under Admin Tool -> Manage Route maps
- \* Under Provisioning -> Form TemplateAdministration
- \* Under Admin Tool -> Plan Setup -> Settings
- \* Under Provisioning -> Company Setting

### NEW QUESTION 60

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

### NEW QUESTION 61

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

## NEW QUESTION 62

Your customer wants the guidelines for an employee's merit recommendation to be prorated based on the employee's date of last hire. The date of last hire is different than the employee's original hire date. How can you fulfill this requirement? Please choose the correct answer.

- \* Use salary proration and import the employee's last hire date in the V U SALARY\_PRORATING\_START\_DATE column of the user data file (UDF).
- \* Use salary proration and set the review start date equal to the employee's last hire date.
- \* Use raise proration and import the employee's last hire date in the

RAISE\_PRORATING\_START\_DATE column of the user data file (UDF).

- \* Use raise proration and import a proration factor in the RAISE\_PRORATING column of the user data file U (UDF).

## NEW QUESTION 63

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

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