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# [Q25-Q44 C_THR86_2205 Practice Test Give You First Time Success with 100% Money Back Guarantee!


**C_THR86_2205 Practice Test Give You First Time Success with 100% Money Back Guarantee! All Obstacles During C_THR86_2205 Exam Preparation with C_THR86_2205 Real Test Questions QUESTION 25**

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?

* Use salary proration and import the employee’s last hire date in the SALARY_PRORATING_START_DATE Column
* Use raise proration and import the employee’s last hire date in the RAISE_PRORATING START_DATE column
* Use salary proration and set the review the equal to the employee’s last hire date
* Use raise proration and import a proration factor in SE PRORATING column

**QUESTION 26**

Your client has asked you to change the display of the standard Current Salary Range field to only show the midpoint of the range. What needs to be updated to meet this requirement?

* Create a new number format under Set Number Format Rules
* Create a new custom field with a formula under Column Designer

* Update the pay guide format under Display Settings
* Update the salary guideline format under Display Settings

**QUESTION 27**

Your customer would like to planners to be able to edit the adjustment column only after a certain date, but before form reach completion, how can this be achieved?

* After forms launch and AFTER the date has passed, change the field-based permission for the Adjustment column to be editable.
* On the specified date, change the re -only setting on the column from YES to NO.
* After forms launch and BEFORE the dateUaiepuSed, change the field-based permission for the Adjustment column to be editable.
* Use custom validation that c the date and update the validation once the date has passed

**QUESTION 28**

The Detailed Reportl9es NOT appear on the compensation form as shown in the attached screenshot. What is some possible Note: There are 2 correct answers to this question.

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

**QUESTION 29**

When must you configure a template to be local-currency-centric? 2 correct answers

* 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
* When you want to display the budget in the local currency planner

**QUESTION 30**

Your c to r needs to remove a compensation statement from the system for one employee who was NOT eligible for a merit Increase. Which of the following options would help you best accomplish this?

* Make the employee ineligible for a merit increase using the eligibility engine.
* Recall the compensation statement for the employee
* Remove the employee from the compensation form and run the “Update all worksheets” job
* Create an eligibility rule to exclude this employee

**QUESTION 31**

Your customer wants to include confidential information on the planning form that is visible only to the HR team and NOT to planners.

Lookup Tables

Name: 2018_BudgetPool
Description:
Number Of Input: 2
Number Of Output: 4

File to Import: No file selected. Import

Character Encoding: Western European (Windows/ISO)

| Country | Status | Merit | Adjustment | Promotion | Lumpsum |
|---|---|---|---|---|---|
| Canada | * | 1 | 2 | 3 | 5 |
| France | * | 1.5 | 2.5 | 3.5 | 5.5 |
| Italy | * | 2 | 3 | 4 | 6 |
| Mexico | * | 2.5 | 3.5 | 4.5 | 6.5 |
| Spain | * | 3 | 4 | 5 | 7 |
| United States | Exempt | 3.5 | 4.5 | 5.5 | 7.5 |
| United States | Non-exempt | 4 | 5 | 6 | 8 |
| * | * | 5 | | | |

How can you achieve this?
* Configure a custom field for the confidential data as reportable.
* Configure a custom field for the confidential data and set the field to read-only.
* Configure a custom field for the confidential data and use field-based permissions.
* Configure a custom field and check the “hide this column on the form” box.

**QUESTION 32**

Which element in the compensation plan template XML controls the Lump Sum split?
* < comp-calculation >
* .< comp-budget-rule >
* < comp-salary-rule >
* <comp-rule >

**QUESTION 33**

Your non-EC customer wants only users in Job Level A to be eligible for Lump Sum. The template is set for all active employees to be eligible as a starting point. What can you do to fulfill this requirement?
* Create an eligibility rule that determines that Job Level A population is NOT eligible for Lump Su
* Import value True in the Lump Sum eligible column for all NON-Job Level A users.
* Create an eligibility rule in Configure Business Rules to exclude those users in Job Level A
* Import value True in the Lump Sum eligible column for all Job Level A users

**QUESTION 34**

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?
* MIN-MAX

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

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

.HARD LIMIT:YES
HIGH/LOW ACTION:WARN

**QUESTION 35**

What functions are available in a compensation profile? 2 correct answers
* View Budgets
* Promote an employee
* Import salary history into the profile
* Enter recommendations
* Display salary history

**QUESTION 36**

Which information is included in the rollup report? Note: There are 2 correct answers to this question
* The average bonus payout amount
* The sum of budget and total spend for each division, department, or location
* The detail of planning decisions for each employee in the hierarchy
* The sum of budget and total spend for each planner in the hierarchy

**QUESTION 37**

You are implementing compensation in a targeted environment and you are NOT using the promotion functionality.


Formulas

| Order | Formula Name* | Rating |
|---|---|---|
| 1 | Formula1 | ≥1 to ≤2 |
| 2 | Formula2 | >2 to ≤3 |
| 3 | Formula3 | >3 to ≤4 |
| 4 | Formula4 | >4 to ≤5 |
| 5 | Formula5 | [Edit] |

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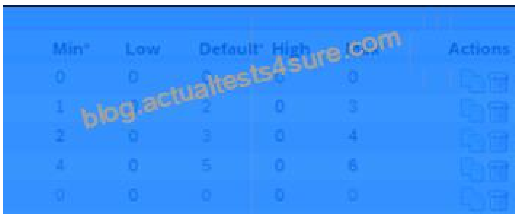

| Min* | Low | Default* | High | Max | Actions |
|---|---|---|---|---|---|
| 0 | 0 | [illegible] | [illegible] | 0 | |
| 1 | [illegible] | 2 | 0 | 3 | |
| 2 | 0 | 3 | 0 | 4 | |
| 4 | 0 | 5 | 0 | 6 | |
| 0 | 0 | 0 | 0 | 0 | |

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To where can you publish data? There are 2 correct answers to this question
* Non-Recurring Pay Components

* Job Information
* Employee Details
* Recurring Pay Components

**QUESTION 38**

Your customer has implemented SAP SuccessFactors Empl Central (EC) and now wishes to implement a single global compensation template. However, only part of the organization is in Employee Central; some countries are still using SAP ERP, but there are plans to move to SAP Successfactors Employee Central over the next two years. The customer wants to use the Compensation module to plan all employees, regardless of where their employee data sits. What is the recommended approach to this scenario?
* Create a single non-integrated temp ate, export the EC employees, and import them via UDF
* Create a single EC-integrated template and use the Hybrid Template option
* Create two templates-one with EC integ on and one without
* Suggest a phased approach is the non-EC employees become part of the process later as they migrate

**QUESTION 39**

In order to trigger a dynamic workflow when an employee receives an award amount above a specific value in Rewards and recognition, what base object must be used in the business rule?
* Spot Award Category
* Spot Award Program
* Spot award Level
* Spot Award

**QUESTION 40**

Your customer has a compensation plan template with the functional EUR, The managers own currency id USD. Managers compensation worksheet contains employee who gets paid in following currencies EUR,USD,CHF,GBR Which view must you enable to make sure the manger can display the salary of all their employees USD
* The includeLocalCurrency view
* The includeAnyCurrency view
* The includePlannerCurrency view
* The includeFunctionalCurrency view

**QUESTION 41**

What is the recommended leading practice workflow for a compensation template?
* Process Setup -> Manager Planning -> Next Level Manager Review -> Final Review -> Compl
* Manager Planning -> Next Level Manager Review -> Compensation Admin Review -> HR Manager Planning -> Complete
* Process Setup -> Manager Planning -> Next Level Manager Review -> Third Level Manager Review -> C ete
* Manager Planning -> Next Level Manager Review -> HR Manager Planning -> Complete

**QUESTION 42**

Which of the following is possible without need for custom validations? Note: There are 2 correct answers
* warning message when the budge is exceeded
* An error message when adjustments are entered in two different fields
* An error message when maximum guideline is exceeded
* An error message when planners enter a promotion without changing pay grade

**QUESTION 43**

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
* Disable functional Currency mode
* Have four separate templates, one for each country
* Use budget grouping and group on the local currency code
* Enable Planner Currency mode

**QUESTION 44**

Each employee has a custom number code assigned to them. However, your customer wants to display they have instead of the code on the worksheet. If the code is NOT in the table, the customer wants blanks to be displayed. What would you define as the last row in your lookup table?
* FALSE as the input agreement with blanks as the output
* An asterisk input agreement with blanks as the output
* N/A as the input value/key with blanks as the output
* A blank in the input agreement with blanks as the output

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