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C_THR86_2205 Certified Application Associate - SAP SuccessFactors Compensation 1H/2022 2

C_THR86_2205 Regualer Update, New C_THR86_2205 Braindumps Files

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SAP Certified Application Associate - SAP SuccessFactors Compensation 1H/2022 Sample Questions (Q30-Q35):

NEW QUESTION # 30
What are the valid hierarchy types available when selecting the Method of Planner in Compensation?

- A. Compensation Hierarchy(Second Manager)
- B. Matrix manager hierarchy
- C. Rollup Hierarchy
- D. Manager Hierarchy
- E. Standard Suite Hierarchy

Answer: A,C,E

NEW QUESTION # 31
You want to rename the Salary tab of the compensation plan template.Which field section must you configure?

- A. Form Fields
- B. Rollup Report Fields
- C. Custom Views
- D. Navigation Fields

Answer: D

NEW QUESTION # 32
What happens to compensation forms when the conversion tables is updated during the planning period?

- A. In-progress forms NOT affected
- B. In-progress forms are only affected when Update all worksheets is run
- C. Only completed forms are completed
- D. Change is dynamic to in progress forms

Answer: B

NEW QUESTION # 33

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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Reports and Workflows: This section of the exam evaluates the proficiency of SAP Consultants in setting up reports and approval workflows. It covers route maps, executive reviews, and standard reporting capabilities.

Topic 2	• Implementation Test: This section of the exam evaluates the understanding of Compensation Analysts in verifying system configuration using implementation test tools. It includes basic validation and troubleshooting before plan launch.
Topic 3	• Compensation Worksheets: This section of the exam evaluates the knowledge of Compensation Analysts in managing compensation worksheets. It involves planning templates, columns, formulas, and worksheet behavior needed to support merit, bonus, and stock processes.
Topic 4	• Compensation Statements: This section of the exam assesses the ability of SAP Consultants to configure and generate employee-facing compensation statements. It includes statement templates, design options, and output settings to ensure clear communication of compensation results.
Topic 5	• Set Up Import Tables:This section of the exam assesses the ability of Compensation Analysts to configure and import required compensation-related tables. It includes loading lookup tables and data required for business rules and logic.
Topic 6	• Managing Employee Specific Data:This section of the exam assesses the skills of SAP Consultants in handling employee-specific data used in compensation planning. It includes importing and mapping fields like pay, performance, and custom metrics.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q29-Q34):

NEW QUESTION # 29
You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table",customCountry,1))/100.
The lookup table "budget_table" is configured with one input one output. There are three rows in the table:
*USA = 5
*GBR = 3
**=2
When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N /A for the employee. What could be done to fix this behavior?

- A. Change the column to be of the Amount type.
- B. Remove the extra parentheses.
- C. Surround the curSalary with the toString function.
- D. Surround the lookup function with the toNumber function.

Answer: D

Explanation:
In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:
* Option B: "Surround the lookup function with the toNumber function."
* In this formula, (curSalary lookup("budget_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget_table", customCountry,

1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.
: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.
Explanation for Incorrect Options:
Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.
Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.
Option D does not impact the data type and thus would not resolve the issue.

NEW QUESTION # 30
Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Enable a hard limit stop for the merit guideline in Admin Center.
  *Set the maximum value to 0.10 for all guideline formulas.
- B. Enable a hard limit stop for the merit guideline in Admin Center.
  *Set the maximum value to 10 for all guideline formulas.
- C. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
  *Define each guideline formula with a default value of 10.
- D. Set the guideline pattern to be low-high.
  *Set the high value for all guidelines to be 10.

Answer: B

NEW QUESTION # 31
Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.
How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- B. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- C. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- D. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.

Answer: D

NEW QUESTION # 32
Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase.
What is the best way to accomplish this?

- A. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.
- B. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "no-raise."
- C. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- D. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."

Answer: B

Explanation:
When planners need to provide a reason for not awarding a merit increase, this can be enforced through standard validation rules.
* Setting a Force Comment Rule with "No-Raise" Mode
* In SuccessFactors Compensation, under the Define Standard Validation Rules section, you can set a Force Comment Rule with the mode set to "no-raise." This triggers a required comment whenever a planner decides not to give a merit increase.
* This is a straightforward way to enforce explanations for no-raise situations, leveraging standard settings.
* Why Other Options Are Incorrect

* Option B is incorrect because custom validation formulas are not necessary for this type of forced comment.
* Option C (comp-force-comment-config tag with mode "guideline") is unrelated to no-raise situations.
* Option D (setting mode to "raise") is incorrect as this would trigger comments for raises, not for when no raise is given.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Force Comment Rules.

NEW QUESTION # 33
While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.
How can you accomplish this?

- A. Use Role-Based Permissions to control access to only display previous years' statements.
- B. Disable access to all statements, including the prior years' statements.
- C. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.
- D. Remove access to Employee Profile during compensation planning.

Answer: C

NEW QUESTION # 34
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