

# Online C-THR86-2505 Lab Simulation, Latest C-THR86-2505 Version



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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q77-Q82):

### NEW QUESTION # 77

A customer would like percentage fields to only show decimal places if they are available. For example, 40.00% should display as 40%, but if the

Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- A. defPercentFormat #####.#####
- B. defAmountFormat #,###0##
- C. defPercentFormat #,###0.00
- D. defPercentFormat ###0##

**Answer: D**

Explanation:

The defPercentFormat ###0## configuration in SAP SuccessFactors Compensation allows percentages to display decimal points only when necessary.

\* Format Explanation

\* Format ###0##: This format displays whole numbers without decimal places if the value is an integer (e.g., 40% instead of 40.00%). If there are decimal values present (e.g., 40.54%), it will display them, as it does not limit the number of decimal places but adapts based on the value.

\* Why Other Options Are Incorrect

\* Option A (#####.#####) forces two decimal places in all cases.

\* Option B (###0.00) allows multiple decimal places but would display extra zeros for whole numbers.

\* Option C (defAmountFormat #,###0##) is used for amounts, not percentages.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Percentage and Number Formatting and Field Display Options.

### NEW QUESTION # 78

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create an editable string field with enumerated values.
- B. Create an editable string field make it reportable.
- C. Create a read-only string field make it reloadable.
- D. Create a read-only string field make it reportable.

**Answer: A**

Explanation:

In SAP SuccessFactors Compensation, when a field requires planners to select from a pre-defined list of reasons (enumerated values) for categorizing lump sum reasons, it's essential to set up an editable string field with enumerated values.

\* Configuring an Editable Field with Enumerated Values

\* Enumerated values allow you to create a drop-down list of predefined options that planners can select from, ensuring standardized data entry.

\* The field should be configured as editable so that planners can choose from the list on the worksheet, providing clear reasoning for each lump sum entry.

\* Why Option C is Correct This option provides a list (enumeration) that is required to capture structured data for reporting and analysis purposes. It also enables consistent categorization by offering selectable reasons, reducing manual data entry errors.

\* Why Other Options Are Incorrect

\* Option A and D (read-only fields) do not allow planner input and therefore cannot be used for selections.

\* Option B (editable string without enumerated values) would allow free text, which doesn't ensure consistent categorization.

\* Reference Documentation

\* SAP SuccessFactors Compensation Configuration Guide: Configuring Editable Fields and Enumerated Values.

\* SAP Help Portal: Field and Custom Column Setup in Compensation.

### NEW QUESTION # 79

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.

The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 2-3%  
\* Total Increase is \$1,000
- B. Guideline is displayed as 2-3%  
\* Total Increase is \$500
- C. Guideline is displayed as 4-6%

- \* Total Increase is \$1,000
- D. Guideline is displayed as 4-6%
- \* Total Increase is \$500

**Answer: B**

#### NEW QUESTION # 80

Your customer has a compensation plan template with the functional currency USD. The manager's own currency is EUR. The manager's compensation worksheet contains employees who are paid in the following currencies: EUR, USD, CHF, GBP. Which view must you enable to make sure the manager can display the salary of all of their employees in GBP?

- A. The includeAnyCurrency view
- B. The includePlannerCurrency view
- C. The includeFunctionalCurrency view
- D. The includeLocalCurrency view

**Answer: D**

#### NEW QUESTION # 81

A customer would like percentage fields to only show decimal places if they are available. For example, 40.00% should display as 40%, but if the Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- A. defPercentFormat #####.#####
- B. defAmountFormat #,###0##
- C. defPercentFormat #,###0.00
- D. defPercentFormat ###0##

**Answer: D**

#### NEW QUESTION # 82

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