

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 (#,##0.00) forces two decimal places in all cases.

* Option B (#####.#####) 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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