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## C-THR86-2505 Practice Test: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation & C-THR86-2505 Exam Braindumps

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

### NEW QUESTION # 29

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.
- B. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- C. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility

Settings, update eligibility rules to INCLUDE the desired inactive employees.

- D. Select "Including Inactive Users when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.

**Answer: C**

#### NEW QUESTION # 30

Your customer has implemented SAP SuccessFactors Employee Central (EC) 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 for all employees, regardless of where their employee data sits. What is the recommended approach to this scenario?

- A. Create a single non-integrated template, export the EC employees, import them via UDF.
- B. Suggest a phased approach where the non-EC employees become part of the process later as they migrate.
- C. Create a single EC-integrated template use the Hybrid Template option.
- D. Create two templates - one with EC integration one without.

**Answer: C**

#### NEW QUESTION # 31

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus. What is the correct syntax to calculate the adjustment budget?

- A. `toNumber(lookup("2018_BudgetPool", customCountry, customStatus, 1)) * curSalary`
- B. `toNumber(lookup("2018_BudgetPool", customCountry, customStatus, adjustment)) * curSalary`
- C. `toNumber(lookup("2018_BudgetPool", customCountry, customStatus, 2)) * curSalary`
- D. `toNumber(lookup("2018_BudgetPool", customCountry, customStatus, Adjustment)) * curSalary`

**Answer: A**

Explanation:

In SAP SuccessFactors Compensation, using look-up tables in formulas is a common method to calculate budget adjustments based on multiple criteria like an employee's country and status. This question is about selecting the correct syntax for using a look-up table to calculate a custom budget based on these criteria. Let's break down the logic and syntax for why option A is correct.

\* Look-up Table Functionality in Compensation Templates In SuccessFactors Compensation, look-up tables are used to fetch values dynamically based on specific conditions. The lookup function in SAP allows fetching data from a pre-defined table by matching values from specified columns.

\* Syntax and Parameters in the Lookup Function The lookup function syntax in SAP SuccessFactors Compensation is generally:

plaintext

Copy code

`lookup("<lookupTableName>", <lookupKey1>, <lookupKey2>, <columnIndex>)`

\* <lookupTableName>: Name of the look-up table (in this case, "2018\_BudgetPool").

\* <lookupKey1> and <lookupKey2>: The fields in the form template used to search in the look-up table. Here, the customCountry and customStatus fields are used to locate the relevant budget value.

\* <columnIndex>: Specifies the index of the column to retrieve. In this scenario, "1" refers to the budget adjustment percentage in the look-up table.

\* Correct Formula Explanation

\* Option A: `toNumber(lookup("2018_BudgetPool", customCountry, customStatus, 1)) * curSalary`

\* This option correctly uses the lookup function to locate the appropriate adjustment factor (e.

g., 1%) from the 2018\_BudgetPool table based on the employee's country (customCountry) and status (customStatus).

\* The toNumber() function is applied to ensure the fetched value is numeric, allowing it to be used in multiplication.

\* The formula then multiplies the adjustment factor by the current salary (curSalary) to calculate the adjustment budget.

\* Why Other Options Are Incorrect

\* Option B: `toNumber(lookup("2018_BudgetPool", customCountry, customStatus, Adjustment)) * curSalary`

\* This option contains syntax errors, such as missing quotation marks around the table name, and "Adjustment" is not a parameter in this lookup. The syntax is incorrect for SuccessFactors' formula setup.

\* Option C: `toNumber(lookup("2018_BudgetPool", customCountry.customStatus, 2)) * curSalary`  
 \* Incorrect because `customCountry.customStatus` is treated as a single parameter, which is invalid. Each key (`customCountry` and `customStatus`) should be separated by a comma, not a period.  
 \* Option D: `toNumber(lookup("2018_BudgetPool", customCountry, customStatus, adjustment)) * curSalary`  
 \* This option misuses "adjustment" as a parameter in the lookup, which is not defined within the context of the table structure.  
 \* Additional SAP SuccessFactors Compensation References  
 \* SAP SuccessFactors Compensation Guide: Refer to SAP Help Portal's SuccessFactors Compensation Guide for syntax rules of lookup tables.  
 \* Lookup Table Configuration: In the configuration, ensure that the look-up table (2018\_BudgetPool) is correctly defined with `customCountry` and `customStatus` as keys, and that the adjustment percentage is in the correct column (column index 1 in this example).  
 The correct formula, Option A, follows SAP's syntax requirements and functional logic to retrieve the adjustment budget accurately.

### NEW QUESTION # 32

You are implementing compensation in an EC-integrated environment you are NOT using the promotion functionality.  
 To where can you publish data?

Note: There are 3 correct answers to this question.

- A. Recurring Pay Components
- B. Job Information
- C. Employee Details
- D. Custom MDF Objects
- E. Compensation Information

**Answer: A,D,E**

### NEW QUESTION # 33

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks procedures.
- B. Establish release management.
- C. Define roles responsibilities as part of a process transformation office.
- D. Establish an organizational structure, technical foundation, transformation methodology for clean core.
- E. Integrate clean core practices in the end-to-end value process chain.

**Answer: B,C,D**

### NEW QUESTION # 34

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