

SAP Related C-THR86-2411 Exams: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation - DumpsMaterials Quality and Value Guaranteed



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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors

Compensation Sample Questions (Q46-Q51):

NEW QUESTION # 46

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

Answer: D

NEW QUESTION # 47

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. OData
- B. IDoc
- C. RFC
- D. SOAP

Answer: A,D

NEW QUESTION # 48

How can you check for breaks in the Planning Manager Hierarchy?

Note: There are 2 correct answers to this question.

- A. By using the Rollup Hierarchy report
- B. By exporting troubleshooting information found on the Define Planners screen
- C. By using the Check Tool
- D. By changing the Method of Planner to Compensation Manager Hierarchy

Answer: B,C

NEW QUESTION # 49

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Compensation Management Permissions
- B. Executive Review Edit Permissions
- C. Report Permissions
- D. Executive Review Export Permissions

Answer: B

Explanation:

In SAP SuccessFactors Compensation, granting the appropriate permissions to HR Business Partners (HRBPs) is crucial to supporting the salary review process effectively while maintaining data security and integrity. The following permissions are typically managed with caution:

* Executive Review Edit Permissions (Option C):

* It is not recommended to grant all HRBPs "Executive Review Edit Permissions" as this allows for extensive changes across compensation plans, which may be inappropriate for all HRBP roles. This permission should generally be reserved for high-level administrators or managers who need to make adjustments at the executive review level.

Other Permissions:

* Executive Review Export Permissions (Option A) and Report Permissions (Option B) are commonly provided to HRBPs for data analysis.

* Compensation Management Permissions (Option D) is often necessary for HRBPs to carry out their roles effectively, enabling

them to manage employee compensation-related tasks.

NEW QUESTION # 50

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. Create a single EC-integrated template use the Hybrid Template option.**
- C. Create two templates - one with EC integration one without.
- D. Suggest a phased approach where the non-EC employees become part of the process later as they migrate.

Answer: B

NEW QUESTION # 51

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It popped up on my radar only when someone posted a thread Test C-THR86-2411 Quiz on the Oracle Technology Network certification forum about receiving an ugly" certificate in the mail.

My admonishment to the IT professional is to understand that there C-THR86-2411 are always people have a little more knowledge in a given area, and there are many people who have less knowledge in a given area.

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