

DUMPS ARENA

SAP Certified Application Associate SAP SuccessFactors Compensation 1H/2022

SAP C THR86 2205

Version Demo

Total Demo Questions: 10

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QUESTION NO: 1

The Detailed Report does NOT appear on the compensation form as shown in the attached screenshot. What is some possible Note: There are 2 correct answers to this question.

- A. The Enable Rollup Reports option is NOT selected in the advanced settings.
- B. The user does NOT have the compensation rollup permission in role-based permissions
- C. The Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the advanced settings.
- D. The < comp-include-report> option is NOT set in the compensation plan template XML

ANSWER: A D**QUESTION NO: 2**

What functions are available in a compensation profile? 2 correct answers

- A. View Budgets
- B. Promote an employee
- C. Import salary history into the profile
- D. Enter recommendations
- E. Display salary history

ANSWER: B D E**QUESTION NO: 3**

Your customer has the following requirements for their compensation plan:

1. Use a hard stop in the customer's guidelines
2. Display only the high and low values in the compensation worksheet.
3. Display a prompt message to planners if they go outside of the high/low values. Which guideline rule settings must you set to fulfill these requirements?

A. MIN-MAX
.HARD LIMIT:YES HIGH/LOW ACTION:ALLOW

B. LOW HIGH
.HARD LIMIT:YES HIGH/LOW ACTION:ALLOW

C. LOW HIGH
.HARD LIMIT:YES
HIGH/LOW ACTION:WARN

ANSWER: C

QUESTION NO: 4

You configure the following salary rule in the compen useFor="merit" benchmark="range-penetration" actionO [comp-salary-rule-threshold > <>

- A. The rule prevents the planner from saving the merit increase. The planner must go back and change their merit recommendation
- B. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum. The planner CANNOT h merit increase by selecting Cancel in the pop-up message
- C. The rule prevents the planner from saving the merit increase. The planner must go back and change their merit recommendation
- D. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum. The planner CANNOT h merit increase by selecting Cancel in the pop-up message

ANSWER: C

QUESTION NO: 5

Which compensation permissions are typically enabled in role-based permission resources business partners? Note: There are 3 correct answers to this question

- A. Executive Review Read
- B. Edit Employee History
- C. Run Ad Hoc Reports
- D. Compensation Management
- E. Manage Plan Template

ANSWER: A C D

QUESTION NO: 6

When would you run the update all worksheets function? 2 correct answers

- A. when a new hire or termination occurs
- B. when an administrator manually moves an employee to a new worksheet

C. When managers makes a change to performance rating on a performance form

ANSWER: A C

QUESTION NO: 7

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

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

ANSWER: B

QUESTION NO: 8

Your customer has the requirement that employees wit performance ratings have a different text in their statement than those with high performance ratings. How can accomplish this?

- A. Use conditional text sections in the statement
- B. Use the suppress statement function
- C. Use two compensation worksheet temp
- D. Create multiple statement templates and use groups

ANSWER: D

QUESTION NO: 9

Which of the following is possible without need for custom validations? Note: There are 2 correct answers

- A. warning message when the budge is exceeded
- B. An error message when adjustments are entered in two different fields
- C. An error message when maximum guideline is exceeded
- D. An error message when planners enter a promotion without changing pay grade

ANSWER: A C

QUESTION NO: 10

Your client wants to provide an "override" field that allows multiple members of the reward team to p data corrections to planner entries, while preserving the manager's initial recommendation. How can this be achieved?

- A. Use a custom Money field controlled by field-based permissions and a permission group of n Individuals.
- B. Use mass actions through the Executive Review.
- C. Update guidelines to change the Default column for the specific employees tt>ay\$ to be altered.
- D. Use a custom Money field controlled by field-based permissions granted to the HR ma e

ANSWER: B