

DUMPS ARENA

SAP Certified Application Associate SAP SuccessFactors Compensation 1H/2022

SAP C THR86 2211

Version Demo

Total Demo Questions: 10

Total Premium Questions: 81

Buy Premium PDF

<https://dumpsarena.co>

sales@dumpsarena.co

sales@dumpsarena.co
dumpsarena.co

QUESTION NO: 1

You are implementing an EC-integrated template. Which compensation fields are commonly mapped to a pay component or pay component group. There are 3 correct answers to this question

- A. Current Salary
- B. FTE
- C. Units Per Year
- D. Pay Grade
- E. Local currency Code

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

You want to prevent planners from entering a negative merit increase in the compensation worksheet. Which configu steps must you perform?

- A. Enable a hard limit stop for the minimum merit guideline in Admin Center. Set the minimum value to 0 for all guideline formulas
- B. Create a guideline rule with the Force Default On Rating Change option set to Yes in Admin Center. Delete the < comp-guideline-pattern > in the form template XML.
- C. Create a guideline rule with the High/Low Action option set to Allow in Admin Center. Define each guideline formula with a default value of 0.
- D. Set e Enable Guideline Optimization setting in Admin Center delete the < comp-guideline-pattern > in the form template XML

ANSWER: A**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**

When must you configure a template to be local-currency-centric? 2 correct answers

A. When you want to import employee salary in the currency in which the employee is paid**B.** When you want the system to assign each employee to the correct currency code based on the employee's country**C.** When you want to display the budget in the local currency planner**ANSWER: A B****QUESTION NO: 5**

Your customer wants to include confidential information on the planning form that is visible only to the HR team and NOT to planners.

The screenshot shows the configuration for a SAP Lookup Table named '2018_BudgetPool'. It includes fields for Name, Description, Number Of Input (2), and Number Of Output (4). There is a 'File to Import' field with a file selection button and an 'Import' button. The 'Make first row header' checkbox is checked. The 'Character Encoding' is set to 'Western European Windows 1252'. Below these fields is a table with columns for 'Country', 'Budget Pool', and 'Budget Pool'. The table contains the following data:

Country	Budget Pool	Budget Pool
Canada	2	5
France	1.5	2.5
Italy	2	4
Japan	2.5	4.5
Spain	3	4
United States - Exempt	3.5	5.5
United States - Non-exempt	4	6

How can you achieve this?

- A. Configure a custom field for the confidential data as reportable.
- B. Configure a custom field for the confidential data and set the field to read-only.
- C. Configure a custom field for the confidential data and use field-based permissions.
- D. Configure a custom field and check the "hide this column on the form" box.

ANSWER: D

QUESTION NO: 6

What type of custom fields can you use as formula criteria within the guidelines? Note: There are 2 correct answers to this questions.

- A. String enumerated fields compensation
- B. Money, fields based on a custom formula calculation
- C. fields uploaded from the User Data File
- D. Percent fields based on a custom formula calculation

ANSWER: A D

QUESTION NO: 7

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

- A. when a new hire or termination occurs
- B. when a administrator manually moves a employee to a new worksheet
- C. When managers makes a change to performance rating on a performance form

ANSWER: A C

QUESTION NO: 8

What action is required to enable employee central integration for template?

- A. Enable field based permission
- B. Reload Guidelines
- C. Update Pay guide formats
- D. Provide an effective date

ANSWER: A

QUESTION NO: 9

What optional XML configuration controls

- A. Comp rule hard limit
- B. Comp -salary-rule
- C. guidelines rules
- D. force comment

ANSWER: B

QUESTION NO: 10

When setting up rating sources in a compensation plan template, which following rating types can you select? Note: There are 2 correct answers to this question

- A. overallPerformancePotential
- B. overall360
- C. overallPerformance
- D. overallCompetency

ANSWER: C D