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# SAP C\_THR86\_2405

**SAP Certified Associate - Implementation Consultant - SAP  
SuccessFactors Compensation**

**Questions&AnswersPDF**

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## Subjects

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Topic: 1  
Plan Settings

### Question: 1

You configure the following salary rule in the compensation plan template:

The screenshot shows the 'Edit Salary Rule' configuration window. It contains the following fields and options:

- Use For:** merit
- Benchmark:** ☒ Current Compa-Ratio ☐ Current Position in Range
- Action Trigger:** ☒ Exceed ☐ Below
- Action Taken When Exceed:** splitOrWarn (dropdown)
- Action Taken When Below:** none (dropdown)
- Threshold:** 120 (text input)
- Language:** Add (link), Default (dropdown)
- Warning Message When Salary is Out of Range:** The employee's recommendation exceeds the threshold. (text input)
- Buttons:** Update, Cancel

How does the system behave?

- 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 can save the merit recommendation by selecting Cancel in the pop-up message.

C. The rule alerts the planner that the range penetration threshold has been exceeded and the merit field text turns red.

- The planner can save the merit recommendation.

D. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.

- The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.

**Answer: D**

#### Plan Settings

### Question: 2

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, and GBP. Which view must you enable to make sure the manager can display the salary of all of their employees in GBP?

A. The includeLocalCurrency view

B. The includePlannerCurrency view

C. The includeFunctionalCurrency view

D. The includeAnyCurrency view

**Answer: D**

#### Plan Settings

### Question: 3

Your client wishes to limit new employee salaries so that no employee can exceed 125% compa-ratio.

They do not award lump sums. How can you configure the worksheet to meet this requirement?

Note: There are 2 correct answers to this question.

A. Create a custom validation of type Error to ensure that the column curRatio is less than 125.

B. Create a standard validation of type "splitOrDisallow" and action "exceed" with the Threshold at 125.

C. Create a standard validation of type "disallow" and action "exceed" with the Threshold at 125.

D. Create a custom validation of type Error to ensure that the column compaRatio is less than 125.

**Answer: C, D**

#### Plan Settings

### Question: 4

What can be configured under Define Standard Validation Rules?Note: There are 2 correct answers to this question.

- A. Split to Lump Sum when exceeding salary range.
- B. Force comment when recommendation is outside guidelines.
- C. Disallow save when budget is exceeded.
- D. Update guideline hard limit.

**Answer: A, B**

**Plan Settings**

**Question: 5**

What action is required to enable Employee Central integration for a template?

- A. Enable field-based permissions.
- B. Reload guidelines.
- C. Update pay guide format.
- D. Provide an effective date

**Answer: A**

**Plan Settings**

**Question: 6**

Your customer has part-time and full-time employees. You notice that for part-time employees, their compa-ratio in EC is different than in Compensation. What do you configure in the system to have it calculate the correct compa-ratio and take into account the FTE?

- A. Set the XML attribute isActualSalary Imported to False in the compensation plan template and ensure standard FTE field is used.
- B. Add values in the EC Pay Range object to align with each FTE.
- C. Set the XML attribute isActualSalaryImported to True in the compensation plan template and ensure standard FTE field is used.
- D. Create a custom Amount column to store FTE rather than using the standard FTE column.

**Answer: A**

**Plan Settings**

**Question: 7**

A customer is using the following number format: #,##0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- A. 9500
- B. 9570
- C. 9000
- D. 9600

**Answer: B**

**Plan Settings**

**Question: 8**

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 #,##0.00
- B. defPercentFormat #####.####
- C. defAmountFormat #,##0##
- D. defPercentFormat ###0##

**Answer: D**

**Plan Settings**

**Question: 9**

Which of the following fields can be used to group budgets?

Note: There are 2 correct answers to this question.

- A. Currency Code (localCurrencyCode)
- B. Pay Grade (payGrade)
- C. Any custom, reportable, read-only String field
- D. Performance Rating (pmRating)

**Answer: B, C**

**Plan Settings**

**Question: 10**

Your client uses a Salary Pay Matrix table for Pay Ranges. What are some Leading Practices and Considerations around the maintenance and use of these tables?

Note: There are 2 correct answers to this question.

- A. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.
- B. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.
- C. Salary range tables should always be provided in the client's Functional Currency.
- D. Do not update salary range tables that were referenced in forms that have been launched for a prior cycle.

<b>Answer: B, D</b>
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