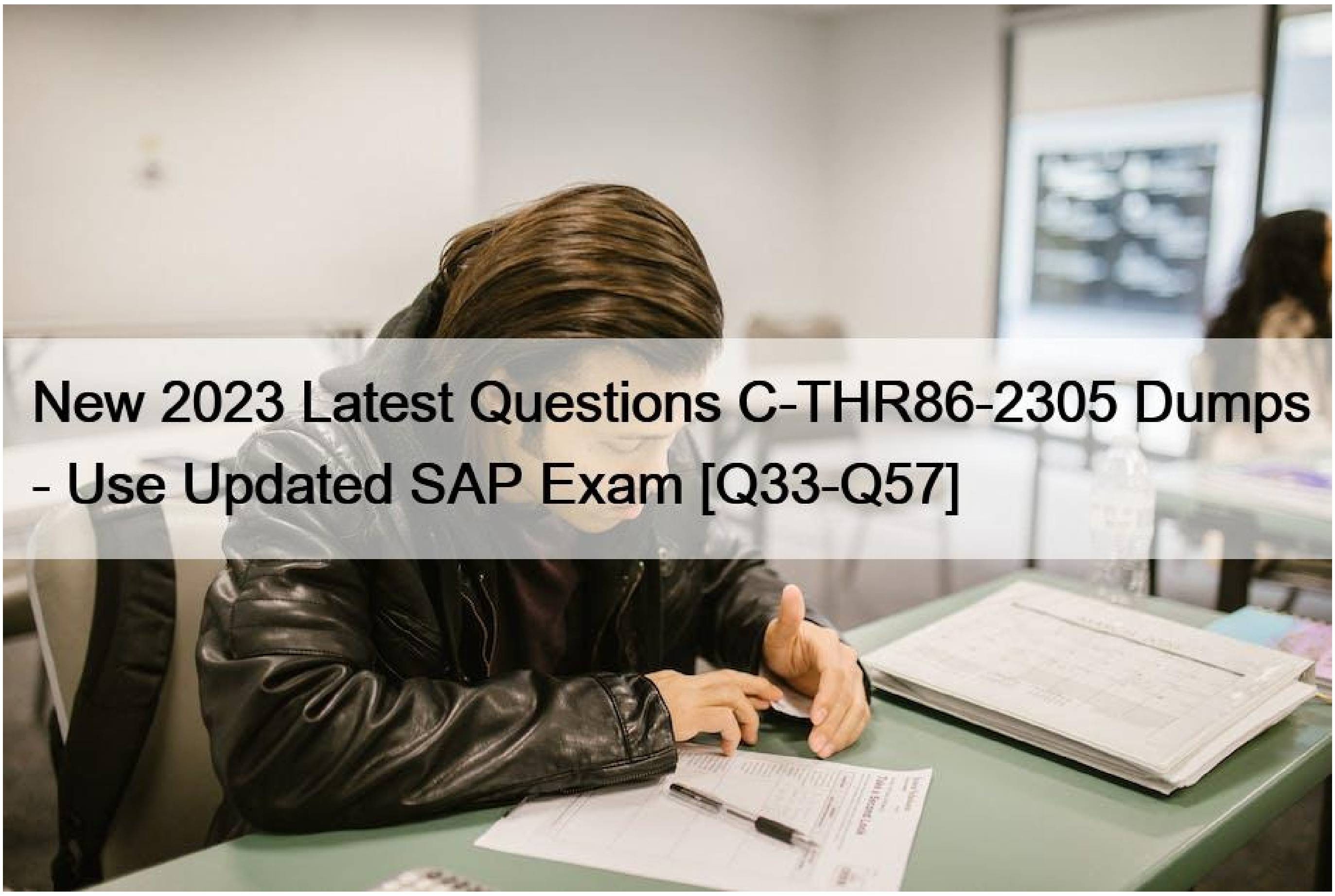
New 2023 Latest Questions C-THR86-2305 Dumps - Use Updated SAP Exam [Q33-Q57



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Q33. What type of custom fields can you use as formula criteria within the guidelines? Note: There are 2 correct answers to this questions.
* String enumerated fields compensation
* Money, fields based on a custom formula calculation
* fields uploaded from the User Data File
* Percent fields based on a custom formula calculation

Q34. Your client has a salary template with a performance form attached The Completed Only option is set to No for this template. For this client the Performance forms are assigned in January to all employees for a goal setting process and then remain open for the entire year before getting their final rating in December The Salary forms are launched at the end of December and are open until the following end of January After the salary forms are launched, the Reward team realized that some employees who joined after January 1 do not have performance forms and launches them One of these new hires is rated Good in the performance form. How will this rating appear on the Salary worksheet?
* Good

* N/A
* Too new to rate
* Unrated

Q35. Which information is included in the rollup report?Note There are 2 correct answers to this question
* The average bonus payout amount
* The sum of budget and total spend for each division department or location
* The sum of budget and total spend for each planner in the hierarchy
* The detail of planning decisions for each employee in the hierarchy

Q36. You configure the following salary rule in the compensation plan template,see Image.

How does the system behave?
* 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
* 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.
* The rule prevents the planner from saving the merit increase*The planner must go back and change their merit recommendation.
* 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

Q37. While validating the current cycles compensation statements you want to prevent them from being visible on employee profile while still allowing access to past compensation statements How can you accomplish this?
* Disable access to all statements, including the prior years statements
* Remove access to Employee Profile during compensation planning
* Under the permissions of the current statements), change the setting to Generated statements are not viewable
* Use Role-Based Permissions to control access to only display previous years’ statements

Q38. What can be configured under Define Standard Validation Rules?Note There are 2 correct answers to this question.
* Force comment when recommendation is outside guidelines
* Disallow save when budget is exceeded
* Update guideline hard limit
* Spirt to Lump Sum when exceeding salary range

Q39. Your customer would Ike the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review.However, they want to make sure that this is only posstole during the last week of the planning cycle.How can you achieve this?
* Create a custom editable Money field and use custom validation to check that values are not entered until the correct date
* Create a custom read-only Money field and change read-only to No on the correct date.
* Create a custom editable Money field In the formula to calculate the final salary, use the dateDIffO function to determine if the custom column can override the calculated value
* Create a custom editable Money field with field-based permissions set to read-only Change the permissions to editable on the correct date

Q40. The Detailed Reportl9es 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.
* The Enable Rollup Reports option is NOT selected in the advanced settings.
* The user does NOT have the compensation rollup permission in role-based permissions
* The Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the advanced settings.

* The < comp-include-report> option is NOT set in the compensation plan template XML

Q41. In order to trigger a dynamic workflow when an employee receives an award amount above a specific value in Rewards and recognition, what base object must be used in the business rule?
* Spot Award Category
* Spot Award Program
* Spot award Level
* Spot Award

Q42. How can you enable bulk printing of reward statements from a completed compensation worksheet?
* Grant managers read permission for “personalCompensationStatement” in the data model
* Set XML plan attribute include
* Set RBP User Permission View Statement for managers.
* Set RBP User Permission View Statement for everyone.

Q43. When generating compensation statements, you notice that only the number is appearing for the rating, not the text. How can you correct this?
* Update your Rating Label Format to show the text
* Add help text to the PM Rating field
* Update the field-based permissions for the PM Rating field
* Create a custom column referencing a lookup table to pull in the text

Q44. When would you run the update all worksheets function? 2 correct answers
* when a new hire or termination occurs
* when a administrator manually moves a employee to a new worksheet
* When managers makes a change to performance rating on a performance form

Q45. A customer’s performance process has a collaboration step that happens after the compensation forms are launched. The customer is using compensation guidelines with defaults. How can you ensure default guidelines are fully reflected when a
* RE run update all worksheets job from manage worksheet
* Se the force default on rating within guidelines to NO
* Set the default guidelines associated with the original performance rating to YES

Q46. Your client has a requirement for the salary process where the approval workflow should have the following main steps.1.Manager makes recommendations/2.Next Level Manager approves the recommendations but CANNOT send the form back for changes/3.Third level manager reviews the approval and CAN send the form back to the Next Level Manager for changes.How can you set up the system to meet this requirement?
* In the route map assign the third step to EMM and use the Out of Turn Access option under Advanced Options
* In the route map use an Iterative step as the third step with EM as the Entry User and EMM as the Exit User.
* In the route map use a Collaboration step as the third step with EM as the Entry User and EMM as the Exit User
* In the route map use a Collaboration step as the third step with EM as the Entry User and EMM as the Exit User

Q47. Each employee has a custom number code assigned to them. However, your customer wants to display they have instead of the code on the worksheet. If the code is NOT in the table, the customer wants blanks to be displayed. What would you define as the last row in your lookup table?
* FALSE as the input agreement with blanks as the output
* An asterisk input agreement with blanks as the output
* N/A as the input value/key with blanks as the output
* A blank in the input agreement with blanks as the output

Q48. You want to extract all compensation data from Success factors and import it into your own Human Resources Information System (HRIS). Which report c run to capture the compensation data from your current

* executive review report
* adhoc report
* employee history export
* budget rollup report

Q49. Your customer wants the guidelines for an employee’s merit recommendation to be prorated based on the employee’s date of last hire. The date of last hire is different than the employee’s original hire date.

How can you fulfill this requirement?

* Use salary proration and import the employee’s last hire date in the SALARY_PRORATING_START_DATE Column
* Use raise proration and import the employee’s last hire date in the RAISE_PRORATING START_DATE column
* Use salary proration and set the review the equal to the employee’s last hire date
* Use raise proration and import a proration factor in SE PRORATING column

Q50. Your customer wants the guidelines for an employee’s merit recommendation to be prorated based on the employee’s date of last hire The date of last hire is different than the employee’s original hire date.How can you fulfill this requirement?

* Use raise proration and import a proration factor in the RAISE_PRORATING column
* Use salary proration and import the employee s last hire date in the SALARY_PRORATING_START_DATE column.
* Use salary proration and set the review start date equal to the employees last hire date
* Use raise proration and import the employee s last hire date in the RA1SE_PRORATING_START_DATE column

Q51. Which permission is used for point-based but not for currency-based awards? Note: There are 2 correct answers to this question

* Spot Award Program
* Spot Award Budget
* Spot Award Redemption
* Spot Award user balance

Q52. A customer is using the Standard Manager hierarchy and vrould like the foltowing approval process:/1.Planning Manager/2.Next Level Manager/3.Reward Team member who launched the forms.How will you set this up in the Route Map?

* Employee – Manager – User
* Manager – Manager s Manager – Originator
* Employee – Manager – Originator
* Manager – Manager s Manager – User

Q53. What happens to compensation forms when the conversion tables is updated during the planning period?

* Change is dynamic to in progress forms
* In-progress forms are only affected when Update all worksheets is run
* Only completed forms are completed
* In-progress forms NOT affected

Q54. Your client wants a graphical representation of performance distribution data in the Metrics section of a compensation worksheet. How can you achieve this? Note: There are 3 correct answers to this question.

* Select the “Enable YouCalc widget on compensation form” option in Provisioning
* Configure current rating information in the compensation salary widget in Admin Center
* Create a YouCalc tile using the Analytics tile builder.
* Add the standard compensation salary widget from the SuccessStore

* Add the < comp-youcalc-application > tag to the compensation plan template XML.

Q55. You use date based proration and you do NOT include dates in the user data files (UDF) for an employee. What does the system use to calculate the proration percent?
* The review start date and review end date configured in the compensation template
* January 1 to 31 of the current year
* the start date and end date of customer fiscal year
* The start and end date of the compensation worker

Q56. 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 and status In the template the country is defined with field ID customCountry and the status Is defined with field ID customStatus.What is the correct syntax to calculate the adjustment budget?
* toNumberflookup(‘2018_BudgetPoor. customCountry customStatus2))’curSalary
* toNumbGr(lookupC20l8_BudgetPoor.customCountry.cu$tomStatu$.1))’curSalary
* toNumber(lookupf2018_BudgetPoor customCountrycustomStatus
* Adjustment))*curSalary
* toNumber(lookup(’20l8_BudgetPool’.customCountry.cuslomStatus.adjuslment))’curSalary

Q57. What is the recommended leading practice workflow for a compensation template?
* Process Setup -> Manager Planning -> Next Level Manager Review -> Final Review -> Compl
* Manager Planning -> Next Level Manager Review -> Compensation Admin Review -> HR Manager Planning -> Complete
* Process Setup -> Manager Planning -> Next Level Manager Review -> Third Level Manager Review -> C ete
* Manager Planning -> Next Level Manager Review -> HR Manager Planning -> Complete

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