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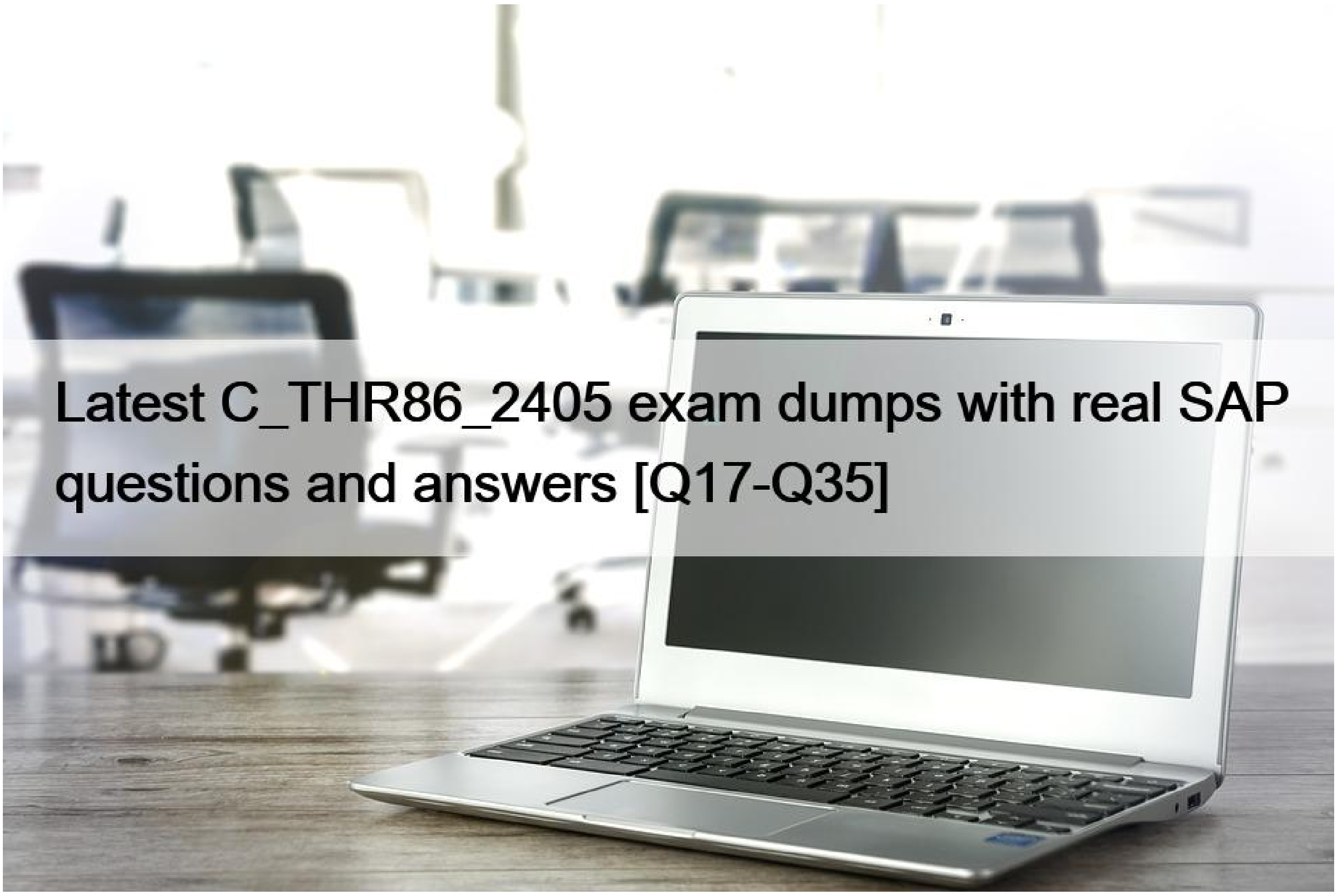

Latest C_THR86_2405 exam dumps with real SAP questions and answers
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NEW QUESTION 17

Your client wants to display a paragraph in the body of the Compensation Statement that is displayed only to employees who are on a Performance Improvement Plan (PIP). An employee is on a PIP if they have a rating of 1 or 2. The standard Rating column is available on the worksheet.

However, the client does not want the rating itself to ever be displayed on the Statement. How can you satisfy this requirement?
* Include the rating on the statement in the right section.

*Include a Conditional Text Section on the statement using the rating field as a condition.

*Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
* Include the rating on the statement in the right section.

*Include a Conditional Text Section on the statement using the rating field as a condition.

*Ensure the rating field is hidden on the statement by setting an impossible display condition.
* Add a paragraph to the body of the Statement that states that the section applies only to those who are on a Performance Improvement Plan those employees who are not may ignore the paragraph.
* Include a Conditional Text Section on the statement using the rating field as a condition because all columns on the worksheet are available for conditional logic.

*Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
To meet the requirement of displaying a paragraph only for employees on a Performance Improvement Plan (PIP) without showing the rating, the use of conditional text combined with field-based permissions is the best approach.

* Conditional Text Section and Field-Based Permissions

* Option D: A conditional text section allows you to set conditions (such as rating equals 1 or 2) to display specific content only for certain employees. Using field-based permissions to hide the rating ensures it is not displayed on the worksheet or statement.

* Why Other Options Are Incorrect

* Options AandBinvolve including the rating in the statement, which the client does not want.

* Option C(adding a paragraph for all employees with a note) does not selectively display the content based on PIP status.

* Reference Documentation

* SAP SuccessFactors Compensation Guide onConditional Text Sections and Field-Based Permissions.

NEW QUESTION 18

Your client has asked you to display both the number and text in the standard Performance Rating field.What do you need to update to meet this requirement?
* Update the Rating Label Format to Number-Text under Display Settings
* Change the labels in the rating scale to include both the number and text
* Create a lookup table with the number and text
* Create a new custom field with a formula under Column Designer

NEW QUESTION 19

Your non-EC customer v/ants only users in Pay Grade 1 and 2 to be ineligible for Lump Sum. Pay Grades 3 through 9 are eligible.What can you do to fulfill this requirement?Note. There are 3 correct answers to this question.
* Start with all employees are eligible In the UDF set the LUMPSUM_ELIGIBLE field to FALSE for Grades 1 and 2. and TRUE for Grades 3 through 9
* Start with all employees are ineligible Using the legacy eligibility rules engine, create a rule condition that goes through the eligible Pay Grades and makes them eligible for the Lump Sum field
* Start with all employees are eligible Using the legacy eligibility rules engine create a rule condition that makes the Pay Grades 1 and 2 ineligible for the Lump Sum field
* Start with all employees are ineligible using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 and 2 ineligible for the Lump Sum field
* Start with all employees are eligible Using the legacy eligibility rules engine create a rule condition that makes the Pay Grades 3 through 9 eligible for the Lump Sum field

NEW QUESTION 20

When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.
* When there has been an update to a lookup table
* When a performance rating is updated
* When an administrator changes the layout of the compensation plan template to add a new column
* When an administrator makes a change to Field Based Permissions
* When there has been a change to an eligibility rule

The “Update All Worksheets” function in SuccessFactors Compensation is essential for synchronizing employee data changes across worksheets. It’s used in specific scenarios:

* Update to a Lookup Table (Option A):

* Lookup tables are used for values such as exchange rates, merit guidelines, or budget percentages. If these values are updated, running “Update All Worksheets” ensures that the revised values apply across all worksheets.

* Performance Rating Update (Option B):

* If an employee’s performance rating is modified in Employee Central or Performance Management, the update function ensures that the latest rating is reflected on the Compensation worksheet, which could affect merit or bonus calculations.

* Eligibility Rule Change (Option E):

* Changes in eligibility criteria, such as grade level or employment status, necessitate running

“Update All Worksheets” to ensure only eligible employees remain active on the worksheet, with any ineligible ones becoming grayed out or removed based on rule settings.

Excluded Options:

* Layout Change in Template (Option C): Changes to layout don’t require an update to all worksheets as this doesn’t affect employee data or calculations.

* Field Based Permissions (Option D): Field-based permission changes are applied immediately and don’t require an update to worksheets.

NEW QUESTION 21

What are the valid hierarchy types available when selecting the Method of Planner in Compensation? Note:

There are 3 correct answers to this question.
* Rollup hierarchy (including Inactives)
* HR Manager hierarchy
* Standard Suite hierarchy (including Inactives)
* Standard Suite hierarchy
* Compensation hierarchy (Second Manager)

NEW QUESTION 22

Which of the following fields can be used to group budgets? Note: There are 2 correct answers to this question.
* Currency Code (localCurrencyCode)
* Pay Grade (payGrade)
* Any custom, reportable, read-only String field
* Performance Rating (pmRating)

NEW QUESTION 23

Your client wants managers to see a graph of the average salary increase percentage for each performance rating for their entire reporting hierarchy. How can you achieve this?Note. There are 3 correct answers to this question.
* Grant all planners access to the Executive Review and use the standard YouCalc widget
* Create a Tile report and add it to a dashboard for view in the Salary worksheet’s Insights icon
* Create an Ad Hoc report and share it with all planners
* Create a Tile report and add it to a dashboard for view on the planner s homepage
* Add the standard YouCalc widget to the worksheet template and have planners access it whie they do their planning

NEW QUESTION 24

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?
* defAmountFormat # ##0
* defPercentFormat #
* defPercentFormat #00
* defPercentFormat #

NEW QUESTION 25

Your customer has two pay components, with IDS SALARY_US SALARY_UK, that are used for employees’ base salary in their respective countries. They want to plan for all employees on a single worksheet using the employees’ periodic salary, NOT the annual value.

What is the best way to accomplish this?
* Create two different templates use eligibility rules to ensure employees appear on the correct one.
* Ensure the Used for Comp Planning flag of the pay components is set to Comp do NOT map to a specific pay component ID in the worksheet.
* Create two custom columns map each to the pay components. Use a third custom column to display whichever is non-zero.
* Create a pay component group that includes both pay components use that for the planning.

NEW QUESTION 26

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?
* defPercentFormat #,##0.00
* defPercentFormat ####.####
* defAmountFormat #,##0##

* defPercentFormat ###0##
ThedefPercentFormat ###0##configuration in SAP SuccessFactors Compensation allows percentages to display decimal points only when necessary.

* Format Explanation

* Format ###0##: This format displays whole numbers without decimal places if the value is an integer (e.g., 40% instead of 40.00%). If there are decimal values present (e.g., 40.54%), it will display them, as it does not limit the number of decimal places but adapts based on the value.

* Why Other Options Are Incorrect

* Option A (#,##0.00) forces two decimal places in all cases.

* Option B (####.####) allows multiple decimal places but would display extra zeros for whole numbers.

* Option C (defAmountFormat #,##0##) is used for amounts, not percentages.

* Reference Documentation

* SAP SuccessFactors Compensation Guide onPercentage and Number FormattingandField Display Options.

NEW QUESTION 27

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?
* Set SALARY_PRORATING in the user data file (UDE) to the percent that the employees work full time
* Set COMPENSATION_SAL_RATE_TYPE in the user data file (UDF) to FULL-TIME or PART-TIME
* Set the XML attribute isActualSalarylmported to False in the compensation plan template
* Set the XML attribute isActualSalarylmported to True in the compensation plan template

NEW QUESTION 28

Which statements accurately describe Rollup Reports? Note: There are 3 correct answers to this question.
* The Rollup Report provides a summary of compensation entries budget information.
* The Standard, Compensation, Rollup Hierarchies are all supported.
* Custom Columns with the “Show Totals” attribute selected are shown.
* The Rollup Report is based on the current hierarchy not that at form creation.
* Enabling the Rollup Report for End-Users requires a specific tag in the XML.

NEW QUESTION 29

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.

NEW QUESTION 30

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.

How can this requirement be met through configuration?
* Create a lookup table that contains the different dates that uses country as an input.

*Create a custom date column that reads from the lookup table based on employee country.

*Map the column ID of the custom date column to the “start-date” of the pay component in the XML.
* Create a lookup table that contains the different dates that uses country as an input.

*Map the lookup table name to the “start-date” of the pay component in the XML.
* On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.

*Use the Publish Selected Employees in Employee Central to publish the data for this country.

*Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
* Enter the effective date for the largest country in the Employee Central Settings screen.

*Publish the results of the planning for all countries.

*Manually modify the effective dates of the resulting EC data for the smaller countries.
To meet the requirement of publishing different effective dates for each country in an SAP SuccessFactors Compensation worksheet:

* First, create a lookup table that specifies the effective date for each country.

* Then, set up a custom date column in the compensation template that retrieves the effective date from this lookup table based on the employee’s country.

* Finally, map this custom date column in the XML template to thestart-dateof the pay component, ensuring each country has the correct effective date when the compensation data is sent back to Employee Central. This method allows for automation of country-specific effective dates, avoiding manual adjustments and ensuring consistency.References: SAP SuccessFactors Compensation Integration with Employee Central Guide – Lookup Tables and Effective Date Configuration.

NEW QUESTION 31

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 thefollowing currencies: EUR, USD, CHF, GBP. Which view must you enable to make sure the manager can display the salary of all of their employees in GBP?
* The includeLocalCurrency view
* The includePlannerCurrency view
* The includeFunctionalCurrency view
* The includeAnyCurrency view

NEW QUESTION 32

Your non-EC customer wants only users in Pay Grade 1 2 to be ineligible for Lump Sum; Pay Grades 3 through 9 are eligible.

What can you do to fulfill this requirement?

Note: There are 3 correct answers to this question.
* Start with all employees are eligible. In the UDF, set the LUMPSUM ELIGIBLE field to FALSE for Grades 1 2, TRUE for Grades 3 through 9.
* Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that goes through the eligible Pay Grades makes them eligible for the Lump Sum field.
* Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
* Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
* Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 3 through 9 eligible for the Lump Sum field.

NEW QUESTION 33

Your customer needs to remove a compensation statement from the system for one employee who was NOT eligible for a merit increase. Which of the following options would help you best accomplish this?
* Create an eligibility rule to exclude this employee
* Make the employee ineligible for a merit increase using the eligibility engine
* Remove the employee from the compensation form and run the ‘Update all worksheets” job
* Recall the compensation statement for the employee

NEW QUESTION 34

You are implementing compensation in an EC-integrated environment you are NOT using the promotion functionality.

To where can you publish data?

Note: There are 3 correct answers to this question.
* Employee Details
* Recurring Pay Components
* Compensation Information
* Job Information
* Custom MDF Objects

NEW QUESTION 35

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

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