

100% Money Back
Guarantee

Vendor:SAP

Exam Code:C_THR86_2005

Exam Name:C_THR86_2005 : SAP Certified
Application Associate - SAP SuccessFactors
Compensation H1/2020

Version:Demo

QUESTION 1

You want to rename the Salary tab of the compensation plan template. Which field type must you configure? Please choose the correct answer.

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

Correct Answer: D

QUESTION 2

For which of the following roles can you grant legacy permission to view the personal compensation statements of an employee?

There are 3 correct answers to this question.

- A. Compensation Administrator
- B. Employee
- C. System Administrator
- D. HR Representative
- E. Custom Manager

Correct Answer: ACD

QUESTION 3

You test and troubleshoot compensation statements for your customer. Where can you download all statements generated for the compensation template in a single PDF file? Please choose the correct answer.

- A. From the Export option in the executive review.
- B. From the Select Statement Templates utility under Complete Compensation Cycle
- C. From the Bulk Print option in the compensation worksheet
- D. From the Manage Statement Templates utility under Action for All Plans

Correct Answer: C

QUESTION 4

Your customer has different compensation plan templates for stock and compensation. This customer therefore wants to use one combined compensation statement. What can you use to achieve this? Please choose the correct answer

- A. Role-based permissions
- B. The Secondary Plan option
- C. The interoperability option
- D. The Assign Statement Groups option

Correct Answer: B

QUESTION 5

Which information is included in the rollup report? Please choose the correct answer.

- A. The sum of budget and total spend for each division, department, or location
- B. The sum of budget and total spend for each planner in the hierarchy
- C. The total number of employees that received a promotion summarized by job level
- D. The average bonus payout amount for each location

Correct Answer: B

QUESTION 6

Where can you assign route maps to compensation plan templates? Please choose the correct answer.

- A. Under Admin Tool -> Manage Route maps
- B. Under Provisioning -> Form Template Administration
- C. Under Admin Tool -> Plan Setup -> Settings
- D. Under Provisioning -> Company Setting

Correct Answer: C

QUESTION 7

Where must you update the instructions that appear at the top of a compensation worksheet? Please choose the correct answer.

- A. Under Provisioning -> Company Setting
- B. Under Provisioning -> Succession Data Mode

C. Under Admin Tool -> Plan Setup -> Settings

D. Under Admin Tool -> Plan Setup -> Design Worksheet

Correct Answer: D

QUESTION 8

Which actions can you perform on the Add/Edit Statement Templates screen in Admin Tools when creating a compensation statement from SuccessStore templates? There are 3 correct answers.

- A. Change the order of the compensation fields.
- B. Customize the statement text to fit your customer's company and culture.
- C. Configure the statement to include conditional logic for the statement text.
- D. Reference the company logo URL and change the title of the statement.
- E. Configure the statement for multiple languages.

Correct Answer: ABD

QUESTION 9

Your customer uses a look-up table to calculate custom budgets as shown in the attached screenshot.

The budget is based on an employee's country and status. In the template, the country is defined with the field ID `\\customCountry\\` and the status is defined with the field ID `\\customStatus\\`. You need to create a custom field that contains the look-up value for the promotion budget percent.

What is the correct syntax for the calculated field?

Please choose the correct answer.

- A. `lookupC("2012_Custom_Budget_Poor" customCountry, customStatus,3)`
- B. `lookup("2012_Custom_Budget_PooP customCountry, customStatus, 1)`
- C. `lookup("2012_Custom_Budget_PooP customCountry, customStatus,promotion)`
- D. `lookup("2012_Custom_Budget_PooP customCountry, customStatus)`

Correct Answer: B

QUESTION 10

Which operators can you create formulas? There are 3 correct answers.

- A. *
- B. #
- C.

Correct Answer: A

QUESTION 11

Your customer wants only users in Job Level A to be eligible for a one-time disbursement that does NOT contribute toward final salary. What can you do to fulfill this requirement? There are 2 correct answers

- A. Create an eligibility engine rule in the Admin Tools that restricts Job Level A users eligible for Lump Sum.
- B. Create an eligibility engine rule in the Admin Tools that restricts non-Job Level A users from receiving Lump Sum 2.
- C. Import the value TRUE in the LUMPSUM_ELIGIBLE column of the user data file (UDF) for all Job Level A users.
- D. Import the value FALSE in the LUMPSUM2_ELIGIBLE column of the user data file (UDF) for all users U EXCEPT Job Level A user.

Correct Answer: AC

QUESTION 12

Which compensation column in the User Data File (UDF) is required for multi-currency deployments? Please choose the correct answer.

- A. Functional currency code
- B. Country
- C. Local currency code
- D. Salary type

Correct Answer: C