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Exam : **C-THR86-2411**

Title : SAP Certified Associate -
Implementation Consultant -
SAP SuccessFactors
Compensation

Vendor : SAP

Version : DEMO

NO.1 Which of the following can you use to explore released APIs?

- A.** SAP Application Interface Framework
- B.** SAP Integration Suite
- C.** SAP Business Accelerator Hub

Answer: C

Explanation:

SAP provides the SAP Business Accelerator Hub (formerly known as the SAP API Business Hub) as a comprehensive resource to explore released APIs for various SAP products, including SuccessFactors.

* SAP Business Accelerator Hub

* The Business Accelerator Hub hosts an extensive library of APIs, documentation, and use cases for SAP products. Users can explore OData, SOAP, and other available APIs specific to SAP SuccessFactors.

* Why Other Options Are Incorrect

* Option A (SAP Application Interface Framework) is mainly used for error handling and monitoring within on-premise SAP environments.

* Option B (SAP Integration Suite) is used for integration scenarios but does not provide a library to explore APIs; it's intended for creating and managing integrations.

* Reference Documentation

* SAP Help Portal and SAP Business Accelerator Hub on Exploring and Using APIs.

NO.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, GBP. Which view must you enable to make sure the manager can display the salary of all of their employees in GBP?

- A.** The includePlannerCurrency view
- B.** The includeFunctionalCurrency view
- C.** The includeLocalCurrency view
- D.** The includeAnyCurrency view

Answer: C

NO.3 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.

A. 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.

B. 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.

C. 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.

D. 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.

E. 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.

Answer: A B D

NO.4 Which of the following requires the use of custom validations? Note: There are 2 correct answers to this question.

- A. An error message when planners enter a promotion without changing pay grade
- B. A warning message when the budget is exceeded
- C. An error message when adjustments are entered in two different fields
- D. An error message when the maximum guideline is exceeded

Answer: A B

NO.5 What is the recommended leading practice workflow for a compensation template?

- A. Process Setup # Manager Planning # Next Level Manager Review # Final Review # Complete
- B. Manager Planning # Next Level Manager Review # Compensation Admin Review # HR Manager Planning # Complete
- C. Process Setup Manager Planning # Next Level Manager Review # Third Level Manager Review # Complete
- D. Manager Planning # Next Level Manager Review # HR Manager Planning # Complete

Answer: A

Explanation:

The recommended workflow for compensation templates ensures structured review and approval, following best practices to ensure accuracy and compliance in compensation decisions.

* Recommended Workflow Stages

* Process Setup: The Compensation Admin configures the process.

* Manager Planning: Line managers make initial compensation recommendations.

* Next Level Manager Review: Next-level managers review and adjust recommendations as necessary.

* Final Review: HR or Compensation Admin conducts a final review to ensure compliance and data accuracy.

* Complete: The process is finalized and completed.

* Why Other Options Are Incorrect

* Options B, C, and D omit the Final Review or include additional manager levels not typically required, making them less aligned with the standard leading practice.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Compensation Cycle Workflow and Template Setup.

NO.6 Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create a read-only string field make it reportable.
- B. Create an editable string field make it reportable.
- C. Create an editable string field with enumerated values.
- D. Create a read-only string field make it reloadable.

Answer: C

Explanation:

In SAP SuccessFactors Compensation, when a field requires planners to select from a pre-defined list

of reasons (enumerated values) for categorizing lump sum reasons, it's essential to set up an editable string field with enumerated values.

- * Configuring an Editable Field with Enumerated Values

- * Enumerated values allow you to create a drop-down list of predefined options that planners can select from, ensuring standardized data entry.

- * The field should be configured as editable so that planners can choose from the list on the worksheet, providing clear reasoning for each lump sum entry.

- * Why Option C is Correct This option provides a list (enumeration) that is required to capture structured data for reporting and analysis purposes. It also enables consistent categorization by offering selectable reasons, reducing manual data entry errors.

- * Why Other Options Are Incorrect

- * Option A and D (read-only fields) do not allow planner input and therefore cannot be used for selections.

- * Option B (editable string without enumerated values) would allow free text, which doesn't ensure consistent categorization.

- * Reference Documentation

- * SAP SuccessFactors Compensation Configuration Guide: Configuring Editable Fields and Enumerated Values.

- * SAP Help Portal: Field and Custom Column Setup in Compensation.

NO.7 Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

A. The user needs the Executive Review - Export permission.

B. The user needs the Executive Review - Import permission.

C. The user needs the Executive Review - Mass Action permission.

D. The user needs the Executive Review - Edit permission.

E. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.

Answer: A B D

Explanation:

To use the Executive Review Offline Edit feature in SAP SuccessFactors Compensation, certain permissions are required for downloading data, making bulk changes offline, and re-uploading those changes.

- * Executive Review - Export Permission

- * Option A: This permission allows users to export the compensation data from the Executive Review page to a downloadable format (such as Excel). This is essential for performing offline edits.

- * Executive Review - Import Permission

- * Option B: This permission enables users to import or re-upload the edited data back into the system after making bulk changes offline. It's critical to ensure these changes are successfully integrated into the worksheet.

- * Executive Review - Edit Permission

- * Option D: This permission allows users to edit entries within the Executive Review interface. It is necessary for making adjustments to compensation data.

- * Why Other Options Are Incorrect

- * Option C (Executive Review - Mass Action permission) is unrelated to offline editing; it pertains to actions like applying mass updates within the online Executive Review.

- * Option E (Ad Hoc Reports for the Compensation Planning domain) is for reporting rather than

permissions directly related to offline editing capabilities.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Executive Review Permissions and Offline Edit Requirement

NO.8 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