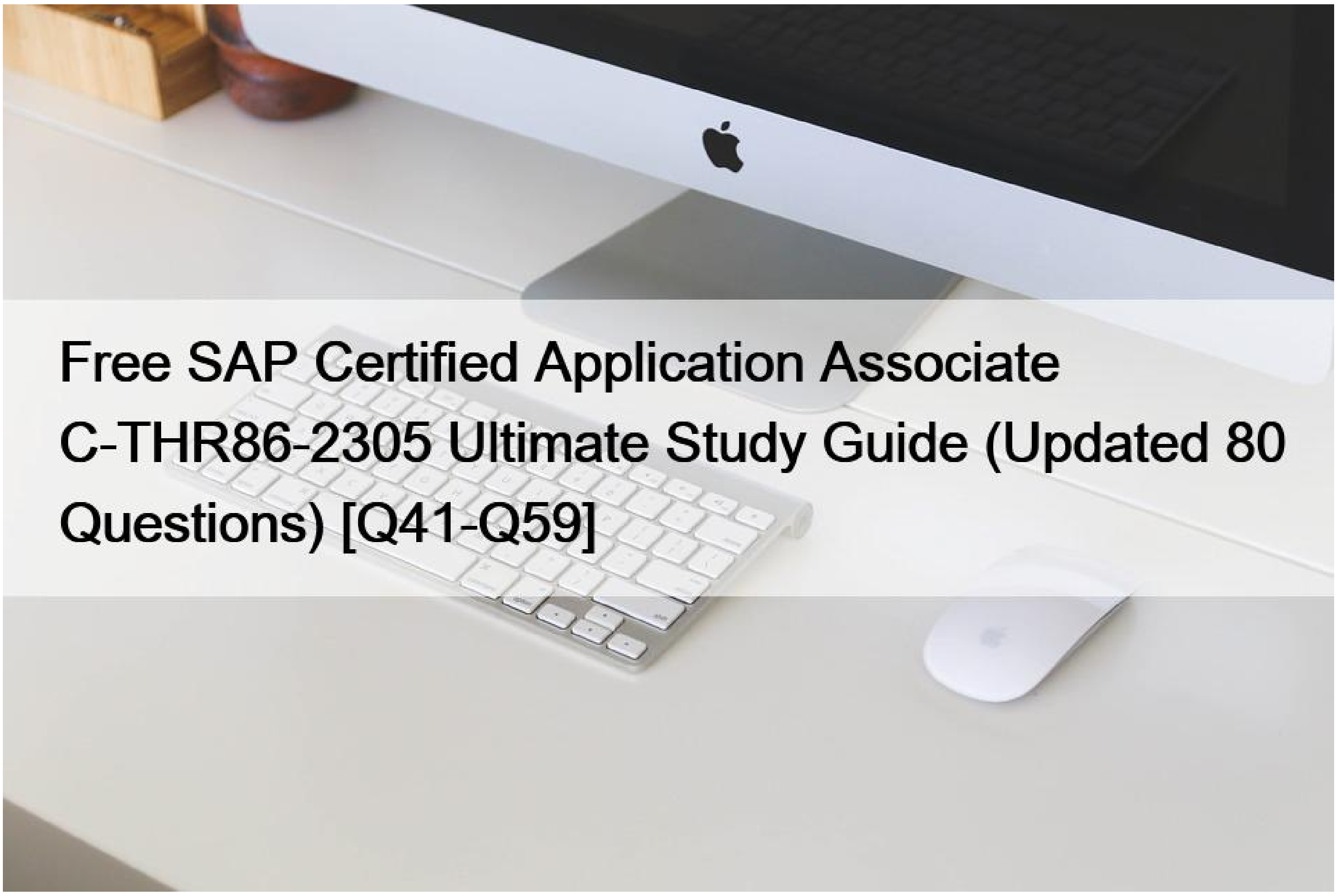
Free SAP Certified Application Associate C-THR86-2305 Ultimate Study Guide (Updated 80 Questions) [Q41-Q59



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Q41. Your client, who uses SAP SuccessFactors Employee Central wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum. How do you build the eligibility rule to make this happen?
* Check the Hire Date field to see if the employee started at least 2 years ago
* Check if the Event Reason is New Hire and the effective date is 2 years ago
* Use the effective date from Job Info to check if the employee has been in this position for more than 2 years
* Add help text to the Lump Sum field to notify planners only to use the field for eligible employees

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. Which of the following is possible without need for custom validations? Note: There are 2 correct answers

* warning message when the budge is exceeded
* An error message when adjustments are entered in two different fields
* An error message when maximum guideline is exceeded
* An error message when planners enter a promotion without changing pay grade

Q44. Your customer would like to planners to be able to edit the adjustment column only after a certain date, but before form reach completion, how can this be achieved?
* After forms launch and AFTER the date has passed, change the field-based permission for the Adjustment column to be editable.
* On the specified date, change the re -only setting on the column from YES to NO.
* After forms launch and BEFORE the dateUaitpuSed, change the field-based permission for the Adjustment column to be editable.
* Use custom validation that c the date and update the validation once the date has passed

Q45. As part of the approval process your client wants to make sure that the planners have a full view of how their direct and indirect reports have adhered to their allocated budgets before their worksheets can be approved.How can you best show this information?
* Enable the Executive Review – Read permission for all planners
* Create a Tile for inclusion on the planners Dashboards
* Include the Detailed (Rollup! Report option in the worksheet configuration
* Create an Ad Hoc report and share it with all planners

Q46. A customer is using the following number format:

Mode: Round down

Multiple: 10 How will a value of 96.5 be displayed
* 960.00
* 100.00
* 900.00
* 90-00

Q47. 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

Q48. You cannot do this with a single statement template a second template must be created to include this item and statement groups used to assign the templates appropriately.Which of the following permissions are required to be able to use Executive Review offline edit to download modify and upload buk changes?Note There are 3 correct answers to this question.
* The user needs the Executive Review – Edit permission
* The user needs the Executive Review – Mass Action permission
* The user needs the Executive Review – Import permission.
* The user needs the Executive Review – Export permission
* The user needs the Ad Hoc Reports for the Compensation Planning domain permission

Q49. Your customer is based in the UK and has a functional currency of GBP. However, they also have offices in the US (USD). France (EUR), and Germany (EUR) They would like the budget displayed in local currency for alt planners for example. German

planners see the budget in EUR. not GBP.How can you best accomplish this?Note There are 2 correct answers to this question
* Use budget grouping and group on the local currency code
* Disable Functional Currency mode
* Enable Planner Currency mode
* Have four separate templates, one for each country

Q50. A customer wants to show merit increase only as an amount within the form, but they want to display the merit stage in the compensation statement. How would you proceed?
* Duplicate the standard merit field, select the Show percent only radio button and add this field to the statement template
* Configure a new percent field with a formula within the compensation template and add this field to the statement template
* Configure an adjustment field to duplicate the merit field, select the Show percent only radio button and add it to the statement template
* Configure a new field with a formula within the statement template

Q51. Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum. How do you build the eligibility rule to make this happen?
* Check the Start Date field to see if the employee started at least 2 years ago
* Check if the Event Reason is New Hire and the effective date is 2 years ago.
* Refer to the Time in Position field to check if the employee has been in this position for more than 2 years
* Create a custom field in the Complnfo HRIS element to use in the eligibility rule

Q52. You want to rename the Salary tab of the compensation plan template.Which field section must you configure?
* Form Fields
* Navigation Fields
* Rollup Report Fields
* Custom Views

Q53. What are the valid hierarchy types available when selecting the Method of Planner in Compensation?Note There are 3 correct answers to this question.
* Standard Suite hierarchy
* Standard Suite hierarchy (including Inactives)
* Compensation hierarchy (Second Manager)
* Rollup hierarchy (including Inactives)
* HR Manager hierarchy

Q54. Which compensation permissions are typically enabled in role-based permission resources business partners? Note: There are 3 correct answers to this question
* Executive Review Read
* Edit Employee History
* Run Ad Hoc Reports
* Compensation Management
* Manage Plan Template

Q55. When should you configure a compensation template using the Second Manager hierarchy?.Note There are 2 correct answers to this question.
* Your customer wants only directors and above to do planning
* Your customer has more than three manager approval levels in their route map
* Your customer wants to include HR in their route map
* Your customer wants someone other than the standard manager to make compensation recommendations

Q56. You ate implementing compensation in an EC-inlegrated environment and you are NOT using the promotion functionality.To where can you publish data?Note. There are 3 correct answers to this question.
* Employee Detais
* Job Information
* Custom MDF Objects
* Recurring Pay Components
* Compensation Information

Q57. 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.

Q58. When setting up rating sources in a compensation plan template, which following rating types can you select? Note: There are 2 correct answers to this question
* overallPerformancePotential
* overall360
* overallPerfomance
* overallCompetency

Q59. 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