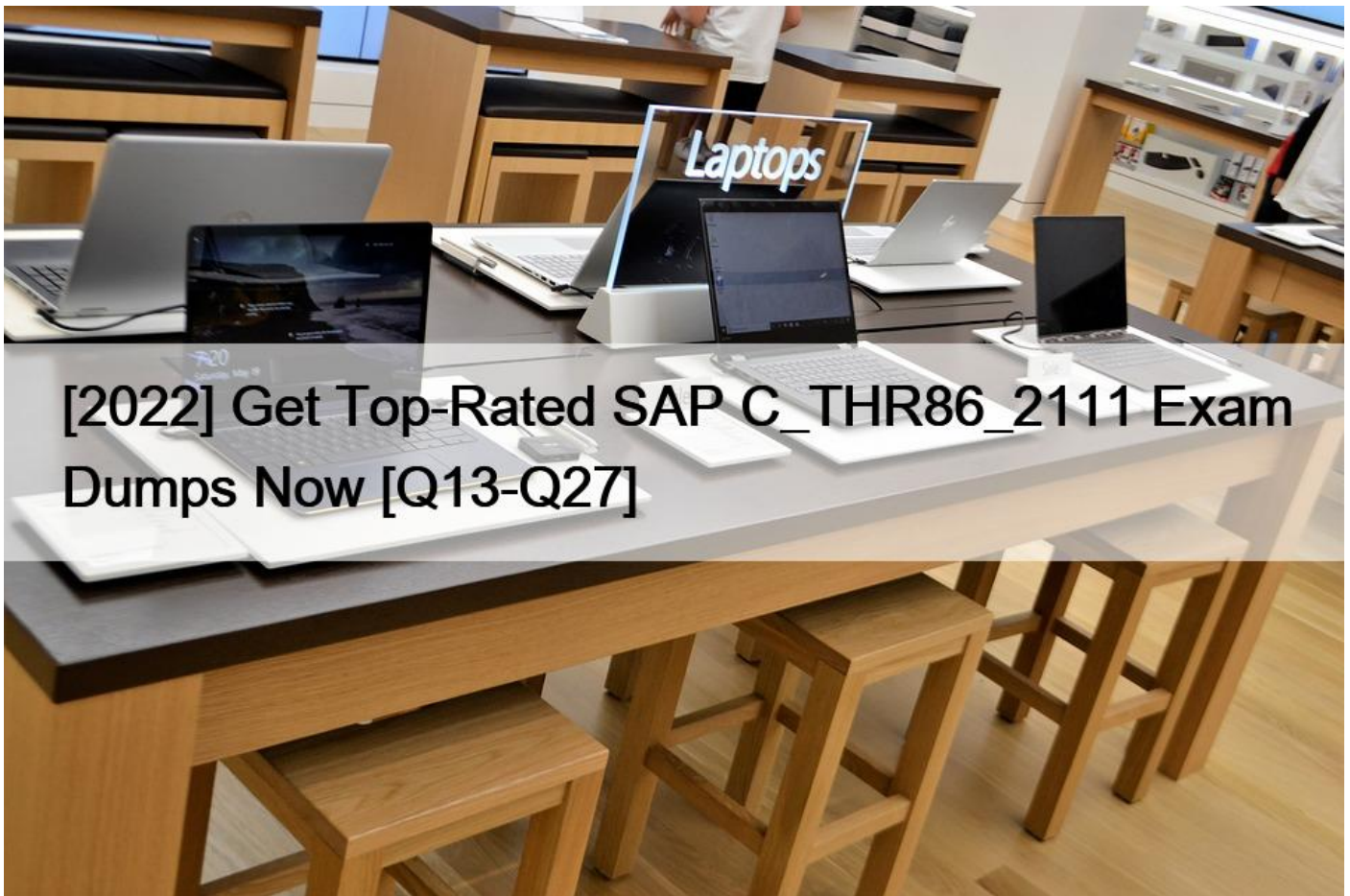


[2022 Get Top-Rated SAP C_THR86_2111 Exam Dumps Now [Q13-Q27]



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NEW QUESTION 13

You configured merit guidelines as shown in the attached screenshot.

If an employee has a rating of 3.05 what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

Please choose the correct answer

- * 0% -10%
- * 3% – 5%
- * 2% – 4%
- * 0% – 0%

NEW QUESTION 14

Where can you disable Ask for Edits options in the route map of a compensation form? Please choose the correct answer.

- * Under Provisioning -> Form Template Administration
- * Under Admin Tools -> Manage Route Maps
- * Under Admin Tools -> Plan Setup -> Settings -> Advanced Settings
- * Under XML -> comp-config section

NEW QUESTION 15

Your customer has a compensation plan template with the functional currency EUR. The manager's own currency is USD. The manager's compensation worksheet contains employees who are paid in the following currencies: EUR, USD, CHF and GBR. Which view must you enable to make sure the manager can display the salary of all of their employees in USD? Please choose the correct answer.

- * The includeFunctionalCurrency view
- * The includePlannerCurrency view
- * The includeAnyCurrency view
- * The includeLocalCurrency view

NEW QUESTION 16

You want to configure a compensation plan template for your customer. Where can you find the initial compensation plan template? There are 2 correct answers.

- * In the SAP Help Portal
- * In the SuccessStore
- * In your sales demoinstance
- * In the customer's auto-provisioned instance

NEW QUESTION 17

When must you configure a template to be local currency centric? There are 2 correct answers.

- * When you want the worksheet to display the budget in the local currency of the planner.
- * When you want planners to input data in the currency type in which the employee is paid.
- * When you want to import employee salary in the currency in which the employee is paid.
- * When you want the system to assign each employee to the correct currency code based on the employee's country.

NEW QUESTION 18

Which of the following types of statements are available to use in Success Store for compensation? There are 2 correct answers.

- * Simple personal compensation statement
- * Standard personal variable pay statement
- * Variable pay goal statement
- * Combined personal Compensation and variable pay statement

NEW QUESTION 19

You use date-based proration and you do NOT include dates in the user data file (UDF) for an employee.

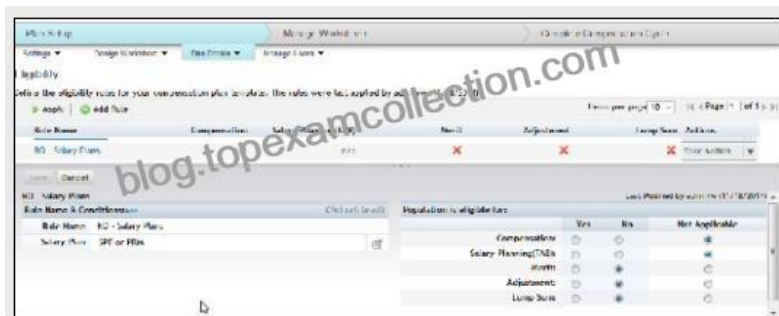
What dates does the system use to calculate the proration percent? Please choose the correct answer.

- * The start date and end date of the customer's fiscal year.
- * The review start date and review end date configured in the compensation template.
- * The start date and end date of the compensation worksheet.

- * January 1 to December 31 of the current year.

NEW QUESTION 20

You have defined the eligibility rules as shown in the attached screenshot Budgeting is done as a percent of the current salary. What can you see on the compensation form for an employee in Salary Plan PRM? Please choose the correct answer.



- * The employee does NOT appear on the form but their salary is included in the total budgetbasis.
- * The employee appears on the form and is included in the total budget basis but CANNOT receive an award amount in merit, adjustment or lump sum.
- * The employee does NOT appear on the form and their salary is NOT included in the total budget basis.
- * The employee appears on the form, is NOT included in the total budget basis and CANNOT receive an award amount in merit, adjustment or lump sum.

NEW QUESTION 21

Your customer uses the following planning fields in the compensation plan template Promotion

- *Merit
- *Adjustment

Using the design worksheet in the Admin Tools, which standard field would you add to the compensation plan template to display the total amount awarded?

Please choose the correct answer.

- * Total Increase
- * Total Compensation In Local Currency
- * Total Raise
- * Total Compensation

NEW QUESTION 22

According to SuccessFactors best practice, what must you include when you set up a compensation route map? Please choose the correct answer.

- * A staging step as the last modify step
- * At least five steps of manager review and approval
- * A signature step as the final step before completion
- * The Get Feedback button in the HR approval step

NEW QUESTION 23

Which of the following is a recommended option for updating the Employee Profile with compensation data?

There are 2 correct answers.

- * Create a custom portlet on the employee profile and import compensation data to the portlet using the Import Extended User Information option.
- * Import historical compensation data in custom compensation columns on the user data file (UDF) and create a custom background portlet to display the data.
- * Publish new compensation data from the compensation worksheet directly to the Employee Profile in a standard compensation portlet.
- * Permission Human Resource users to enter compensation data on fields in a custom background portlet as part of the profile completion process.

NEW QUESTION 24

In Admin Tools, you configure a merit budget based on a percentage of the current salary. In the 'Based On' dropdown option you select 'User'. How would you define the budget percentage? Please choose the correct answer.

- * Import a percentage for each employee in the user data file (UDF).
- * Assign each user to a budget group and then assign group percentages.
- * Use default percentage for all users.
- * Assign a percentage to each user in the Budget Assignment section.

NEW QUESTION 25

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

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

NEW QUESTION 26

Your customer is using standard SuccessFactors fields and would like to display compensation data on their employee's live profile. What is the correct sequence of steps you must perform to accomplish this?

- * Publish data to the employee profile. Create a portlet in the Admin Tools.

Add the background element section in the data model.

- * Create a portlet in the Admin Tools. Add the background element section in the data model. Publish data to the employee profile.
- * Add the background element section in the data model. Create a portlet in the Admin Tools. Publish data to the employee profile.
- * Add the background element section in the data model. Publish data to the employee profile. Create a portlet in the Admin Tools.

NEW QUESTION 27

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.

- * From the Export option in the executive review.

- * From the Select Statement Templates utility under Complete Compensation Cycle
- * From the Bulk Print option in the compensation worksheet
- * From the Manage Statement Templates utility under Action for All Plans

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