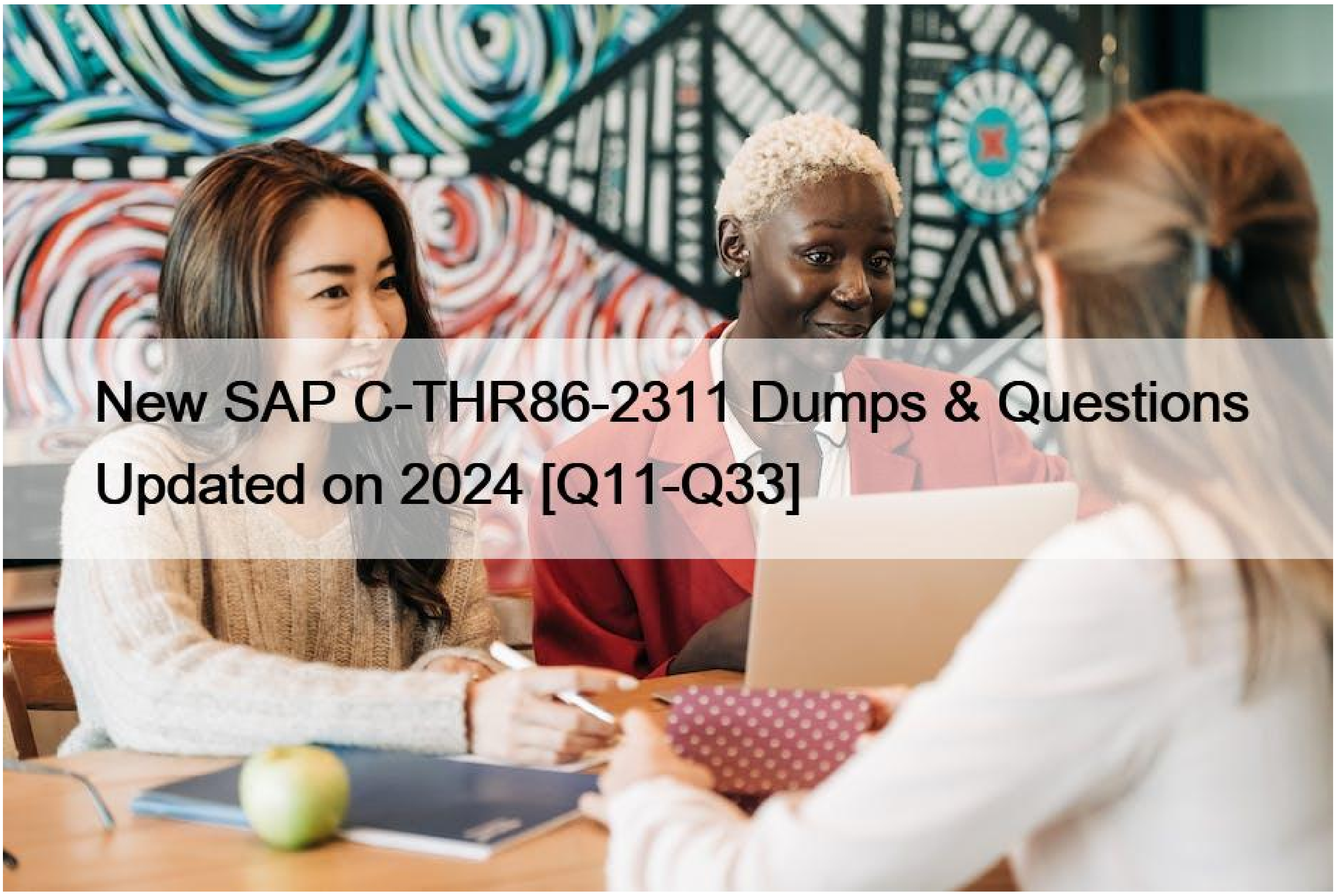
New SAP C-THR86-2311 Dumps & Questions Updated on 2024 [Q11-Q33



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Dumps to Pass your C-THR86-2311 Exam with 100% Real Questions and Answers

QUESTION 11

Which of the folowing updates require worksheets to be relaunched?Note There are 2 correct answers to this question
* Modify the route map
* Revise field-based permissions
* Update lookup table contents
* Update a formula in a custom column

QUESTION 12

In Admin Center you load a pay matrix table as shown in the screenshot. You map Attribute 1 to Geo Zone.

Attribute 2 to Legal Entity, and Attribute 3 to Pay Frequency.See image below.

Pay Grade	Min. Pay	Mid. Pay	Max. Pay	Promotable	Attribute1	Attribute2	Attribute3
GR-05	42500.0	53550.0	64600.0	true	*	*	*
GR-06	49700.0	64850.0	80000.0	true	*	*	*
GR-07	56900.0	72050.0	87200.0	true	*	[illegible]	*
GR-08	5341.67	6604.17	7866.67	true	USA_RURAL	*	Mon
GR-08	4712.78	5826.62	[illegible]	true	CHINA	*	Mon
GR-08	2852.0	3458.0	4064.0	true	*	*	BWK
GR-09	[illegible]	3746.17	4402.67	true	UK	*	SMT
GR-09	3147.0	3594.0	4261.0	true	UK	*	BWK
GR-09	3575.0	4125.0	4875.0	true	*	*	SMT
GR-09	3100.0	3750.0	4290.0	true	*	*	BWK
GR-10	81640.0	97396.0	113152.0	true	*	*	ANNUAL
GR-10	3140.0	3746.0	4352.0	true	*	*	BWK
GR-10	3401.67	4058.17	4714.67	true	*	*	SMT

On the compensation worksheet an employee is in the UK LONDON Geo Zone the ABC Legal Entity, Pay Frequency of BWK, and Pay Grade GR-08 The employee’s current range penetration is calculated as exactly

0%. What is their current salary?
* 2852.0
* 3458.0
* 3147.0
* 3140.0

QUESTION 13

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

QUESTION 14

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

QUESTION 15

What checks can you make with the Check tool? Note there are 2 correct answers to this question.
* Accuracy of formula calculations
* Reportable fields correctly configured
* Custom validations correctly configured
* Circular hierarchies for form creation

QUESTION 16

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings How can you accomplish this?
* Use conditional text sections in the statement editor
* Use two compensation worksheet templates
* Create multiple statement templates and use groups
* Use the suppress statement function

QUESTION 17

Your client requests that no employee be eligible for a merit increase greater than 10%.Which configuration steps must you perform?
* Set the guideline pattern to be low-high*Set the high value for all guidelines to be 10.
* Create a guideline rule with the High/Low Action option set to Allow in Admin Center.*Define each guideline formula with a default value of 10
* Enable a hard limit stop for the merit guideline in Admin Center.*Set the maximum value to 10 for all guideline formulas
* Enable a hard limit stop for the merit guideline in Admin Center*Set the maximum value to 0 10 for all guideline formulas

QUESTION 18

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

QUESTION 19

Which of the following functions in Admin Center can you use to delete compensation worksheets for active planners?Note There are 2 correct answers to this question
* Update compensation worksheet
* Delete form
* Manage worksheets
* Delete employees

QUESTION 20

Your EC-intagrated 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?
* 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 publ<sh the data for this country*Manually modify the effective date to be that of the next country and publish the data for them Repeat for all countries
* 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
* 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

* 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

QUESTION 21

Your customer is going through a divestiture and would like to extract all of the historical data from compensation planning for the divested entity prior to purging the data from SAP SuccessFactors.How can you capture the compensation data from your compensation plans?Note. There are 2 correct answers to this question.
* Run the Rollup report
* Export from the employee history file
* Export from Executive Review
* Run an Ad Hoc report

QUESTION 22

What functions are available in a compensation profile?Note There are 3 correct answers to this question.
* Enter recommendations
* Display salary history
* Promote an employee
* View budgets
* Import salary history into the profile

QUESTION 23

Your customer uses SAP SuccessFactors Employee Central and has the following setup.*Pay Component (id =

“SALARY”)*Pay Component (id = CARALLOWANCE)*Pay Component (id =

HOUSEALLOWANCE’)*Pay Component Group (id = ‘TC) made up of the above three components The Use for Compa-Ratio Calculation flag is set to Yes for this group.The customer performs total cash (TC) planning, that is. planners adjust the overall TC Both the car and housing allowances are fixed values based on employee grade If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.How do you best implement this request while maximizing Integration?
* Map TC to the standard Current Salary field*Use the Merit column for the TC update.*Use the fin Salary field and some custom columns to calculate the components and publish those back to EC
* Map TC to the standard Current Salary field*Use the Merit column for the TC update*Publish the finSalary value back to the pay component group in EC and have business rules split the sum into the components.
* Map TC to the standard Current Salary field*Use the Merit column for the TC update.*Extract the new TC with a report and manually create import files to update EC.
* Map SALARY to the standard Current Salary field and TC to meritTarget*Use merit to update the TC and use custom fields to allow planners to update the allowances.*Publish each component back separately.

QUESTION 24

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?
* Create a read-only string field and make it reloadable
* Create an editable string field and make it reportable
* Create a read-only string field and make it reportable

* Create an editable string field with enumerated values

QUESTION 25

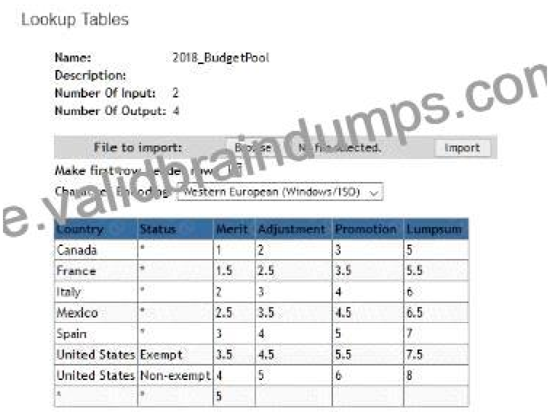
What happens when a mass change violates the guideline hard stops?
* Guideline hard stops will be skipped
* Employees’ recommendations will be skipped
* Guideline will adjust on a pro rata basis
* Employees are brought to max of range

QUESTION 26

Which of the following requires the use of custom validations?Note There are 2 correct answers to this question
* An error message when the maximum guideline is exceeded
* An error message when adjustments are entered in two different fields
* An error message when planners enter a promotion without changing pay grade
* A warning message when the budget is exceeded

QUESTION 27

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


Lookup Tables

Name: 2018_BudgetPool
Description:
Number Of Input: 2
Number Of Output: 4

File to import: Import

Character Encoding: Western European (Windows/ISO)

Country	Status	Merit	Adjustment	Promotion	Lumpsum
Canada	*	1	2	3	5
France	*	1.5	2.5	3.5	5.5
Italy	*	2	3	4	6
Mexico	*	2.5	3.5	4.5	6.5
Spain	*	3	4	5	7
United States	Exempt	3.5	4.5	5.5	7.5
United States	Non-exempt	4	5	6	8
*	*	5			

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

QUESTION 28

You use date-based proration and you do NOT include a proration end date in your template. What dates does the system use to calculate the proration percent?
* The end date of the customer’s fiscal year

* December 31 of the current year
* The proration end date configured in the compensation template
* The end date of the compensation worksheet

QUESTION 29

Your customer has two pay components, with IDs SALARY_US and 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 custom columns and map each to the pay components Use a third custom column to display whichever is non zero
* Create two different templates and use eligibility rules to ensure employees appear on the correct one
* Create a pay component group that includes both pay components and use that for the planning
* Ensure the Used for Comp Planning flag of the pay components is set to Comp and do NOT map to a specific pay component ID in the worksheet

QUESTION 30

In provisioning for your customer’s instance you select the ‘Assign default required field values for new users if none specified’ option You want to import a compensation-specific user data file (UDF). Which columns are required.Note. There are 2 correct answers to this question.
* STATUS
* USERNAME
* USERID
* MANAGER

QUESTION 31

Your customer wants the guidelines for an employee’s merit recommendation to be prorated based on the employee’s date of last hire The date of last hire is different than the employee’s original hire date.How can you fulfill this requirement?
* Use raise proration and import a proration factor in the RAISE_PRORATING column
* Use salary proration and import the employee s last hire date in the SALARY_PRORATING_START_DATE column.
* Use salary proration and set the review start date equal to the employees last hire date
* Use raise proration and import the employee s last hire date in the RA1SE_PRORATING_START_DATE column

QUESTION 32

For which customer requirement do you need to develop a custom statement?
* Different statements per employee group
* Mix of data from compensation and variable pay
* Field visibility is conditional on amount
* Pie graph showing compensation element attribution

QUESTION 33

Your client has a requirement for the salary process where the approval workflow should have the following main steps.1.Manager makes recommendations/2.Next Level Manager approves the recommendations but CANNOT send the form back for changes/3.Third level manager reviews the approval and CAN send the form back to the Next Level Manager for changes.How can you set up the system to meet this requirement?
* In the route map assign the third step to EMM and use the Out of Turn Access option under Advanced Options

* In the route map use an Iterative step as the third step with EM as the Entry User and EMM as the Exit User.
* In the route map use a Collaboration step as the third step with EM as the Entry User and EMM as the Exit User
* In the route map use a Collaboration step as the third step with EM as the Entry User and EMM as the Exit User

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