

# SAP C\_THR86\_2411

**SAP Certified Associate - Implementation Consultant - SAP  
SuccessFactors Compensation**

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# Latest Version: 7.2

## Subjects

1. Set Up Import Tables
2. Permissions
3. Reports and Workflows
4. Compensation Statements
5. Managing Employee Specific Data
6. Compensation Worksheets
7. Plan Settings
8. Compensation Plan Guidelines
9. Implementation Test
10. Managing Clean Core

**Topic: 1**

**Set Up Import Tables**

### Question: 1

What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. Change is dynamic to in-progress forms.
- B. Only completed forms are affected.
- C. In-progress forms are NOT affected.
- D. In-progress forms are only affected when Update All Worksheets is run.

**Answer: A**

**Set Up Import Tables**

### Question: 2

In an EC-integrated compensation worksheet, what are some of the reasons you might include a lookup table in your configuration? Note: There are 3 correct answers to this question.

- A. Converting a code into its text equivalent for display
- B. Converting money values from functional to local currency
- C. Providing budget percentage by country
- D. Assigning a default value in the Merit column
- E. Determining appropriate car allowance by grade

**Answer: A, C, E**

## Set Up Import Tables

### Question: 3

Which of the following scenarios involving a Lookup table are valid solutions to a customer requirement? Note: There are 2 correct answers to this question.

- A. To determine a budget percentage that is based upon employee Country and Job Category.
- B. To choose between two Event Reasons for EC publishing based upon whether an employee received a promotion with their pay adjustment.
- C. To determine the proper Event Reason for EC publishing based on employee Country.
- D. To prevent the worksheet from being saved by the planner if a promotion amount is entered without a job change.

**Answer: A, C**

## Set Up Import Tables

### Question: 4

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.

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	*	*	*
GR-08	5341.67	6604.17	7866.67	true	USA_RURAL	*	Mon
GR-08	4712.78	5826.62	6940.46	true	CHINA	*	Mon
GR-08	2852.0	3458.0	4064.0	true	*	*	BWK
GR-09	3089.67	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%.

Pay Grade	Min. Pay	Mid. Pay	Max. Pay	Promotable	Attribute1	Attribute2	Attribute3
GR-06	49700.0	64850.0	80000.0	true	*	*	*
GR-07	56900.0	72050.0	87200.0	true	*	*	*
GR-08	5341.67	6604.17	7866.67	true	USA_RURAL	*	Mon
GR-08	4712.78	5826.62	6940.46	true	CHINA	*	Mon
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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%.

- A. 2852.0
- B. 3458.0
- C. 3147.0

D. 3140.0

**Answer: A**

**Topic: 2**  
**Permissions**

### **Question: 5**

Which actions are controlled by role-based permissions? Note: There are 2 correct answers to this question.

- A. Making changes through Executive Review
- B. Updating a Compensation Statement
- C. Opening compensation worksheets
- D. Editing columns on a worksheet

**Answer: A, B**

**Permissions**

### **Question: 6**

Which compensation permissions are typically enabled in role-based permissions for Human Resources Business Partners? Note: There are 2 correct answers to this question.

- A. Compensation Management
- B. Generate Statements
- C. Executive Review Export
- D. Manage Compensation Forms

**Answer: A, C**

**Permissions**

### **Question: 7**

What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

- A. View budgets.
- B. Import salary history into the profile.
- C. Promote an employee.
- D. Display salary history.
- E. Enter recommendations.

**Answer: C, D, E**

**Permissions**

**Question: 8**

Your customer would like 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 possible during the last week of the planning cycle. How can you achieve this?

- A. Create a custom editable Money field and use custom validation to check that values are NOT entered until the correct date.
- B. Create a custom editable Money field. In the formula to calculate the final salary, use the date Diff() function to determine if the custom column can override the calculated value.
- C. Create a custom editable Money field with field-based permissions set to read-only. Change the permissions to editable on the correct date.
- D. Create a custom read-only Money field and change read-only to No on the correct date.

**Answer: B**

**Permissions**

**Question: 9**

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Executive Review Export Permissions
- B. Compensation Management Permissions
- C. Executive Review Edit Permissions
- D. Report Permissions

**Answer: C**

**Topic: 3**

**Reports and Workflows**

**Question: 10**

Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, and upload bulk changes? Note: There are 3 correct answers to this question.

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

- B. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.
- C. The user needs the Executive Review - Export permission.
- D. The user needs the Executive Review-Mass Action permission.
- E. The user needs the Executive Review - Import permission.

<b>Answer: A, C, E</b>
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