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Question 1

Question Type: MultipleChoice

What action is required to enable Employee Central integration for a template?

Options:

- A- Provide an effective date
- B- Update pay guide format
- C- Reload guidelines
- D- Enable field-based permissions

Answer:

A

Question 2

Question Type: MultipleChoice

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	*	*	*
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%. What is their current salary?

Options:

- A- 2852.0
- B- 3458.0
- C- 3147.0
- D- 3140.0

Answer:

A

Question 3

Question Type: MultipleChoice

Your client wishes to limit new employee salaries so that no employee can exceed 125% compa-ratio. They do not award lump sums. How can you configure the worksheet to meet this requirement? Note. There are 2 correct answers to this question.

Options:

- A- Create a custom validation of type Error to ensure that the column curRatio is less than 125
- B- Create a custom validation of type Error to ensure that the column compaRatio is less than 125
- C- Create a standard validation of type 'splitOrDisallow/' and action 'exceed' with the Threshold at 125
- D- Create a standard validation of type 'disallow and action 'exceed with the Threshold at 125.

Answer:

B, D

Question 4

Question Type: MultipleChoice

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.

Options:

- A- Providing budget percentage by country
- B- Holding previous year's salary by Employee ID
- C- Determining appropriate car allowance by grade
- D- Converting a code into its text equivalent for display
- E- Converting money values from functional to local currency

Answer:

A, B, C

Question 5

Question Type: MultipleChoice

Which of the following customer scenarios is a good use of the Suppress Statement function? Note There are 2 correct answers to this question.

Options:

- A- Employees in one country get a statement at a different time from those in other countries
- B- Employees who are on a performance improvement plan get a different statement from those who are not
- C- Employees who have an RSU grant get a statement, but those without an RSU grant do not get a statement
- D- Employees who were hired after a certain date do not get a statement

Answer:

C, D

Question 6

Question Type: MultipleChoice

When should you configure a compensation template using the Second Manager hierarchy?.Note There are 2 correct answers to this question.

Options:

- A- Your customer wants only directors and above to do planning
- B- Your customer has more than three manager approval levels in their route map
- C- Your customer wants to include HR in their route map
- D- Your customer wants someone other than the standard manager to make compensation recommendations

Answer:

A, D

Question 7

Question Type: MultipleChoice

What types of custom fields can you use as formula criteria within the guidelines.Note There are 2 correct answers to this question.

Options:

- A- Percent fields input on the worksheet
- B- Date fields uploaded from the User Data File
- C- Money fields based on a custom formula calculation
- D- String fields based on a custom formula calculation

Answer:

A, B

Question 8

Question Type: MultipleChoice

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change. What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

Options:

- A- New forms need to be created because an error will be shown
- B- The pay grade remains the same as it was when the forms were created
- C- The employee becomes ineligible
- D- The new pay grade is displayed

Answer:

B

Question 9

Question Type: MultipleChoice

Your client has a salary template with a performance form attached. The Completed Only option is set to No for this template. For this client, the Performance forms are assigned in January to all employees for a goal setting process and then remain open for the entire year before getting their final rating in December. The Salary forms are launched at the end of December and are open until the following end of January. After the salary forms are launched, the Reward team realized that some employees who joined after January 1 do not have performance forms and launches them. One of these new hires is rated Good in the performance form. How will this rating appear on the Salary worksheet?

Options:

- A- Good
- B- N/A
- C- Too new to rate
- D- Unrated

Answer:

D

Question 10

Question Type: MultipleChoice

Your non-EC customer v/ants only users in Pay Grade 1 and 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.

Options:

- A- Start with all employees are eligible In the UDF set the LUMPSUM_ELIGIBLE field to FALSE for Grades 1 and 2. and 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 and 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 and 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 and 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, C

Question 11

Question Type: MultipleChoice

Your customer has implemented SAP SuccessFactors Employee Central (EC) and now wishes to implement a single global compensation template However, only part of the organization is in Employee Central, some countries are still using SAP ERP. but there are plans to move to SAP SuccessFactors Employee Central over the next two years The customer wants to use the Compensation module to plan for all employees regardless of where their employee data sits.What is the recommended approach to this scenario?

Options:

- A- Create two templates - one with EC integration and one without
- B- Create a single non-integrated template export the EC employees and import them via UDF
- C- Suggest a phased approach where the non-EC employees become part of the process later as they migrate
- D- Create a single EC-integrated template and use the Hybrid Template option.

Answer:

D

Question 12

Question Type: MultipleChoice

In an EC-integrated implementation, which of the following EC elements can be used to map fields?Note There are 3 correct answers to this question.

Options:

- A- MDF Objects

B- Pay Components

C- Biographical Information

D- Time Off

E- Background Elements

Answer:

A, B, C

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