



Exam Dumps 360

Exam Code: C_THR86_2505

**Exam Name | SAP Certified Associate - Implementation Consultant - SAP
SuccessFactors Compensation**

Total No. of Questions: 80

Passing Percentage: 65%

Exam Duration: 180 Minutes.

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Question 1

How is range penetration or position in range calculated?

- A. Current Salary-Range minimum
- B. $\text{Current Salary} / (\text{Range Maximum} - \text{Range Minimum})$
- C. Current Salary/Salary Range midpoint
- D. $(\text{Current Salary} - \text{Range Minimum}) / (\text{Range Maximum} - \text{Range Minimum})$

Ans- D

Question 2

Your client wants to restrict entry into the Lump Sum field to only members of the reward team.

How can you achieve this?

- A. Use mass actions through the Executive Review.
- B. Use field-based permissions on the Lump Sum field and a permission group of named individuals.
- C. Use field-based permissions on the Lump Sum field and permission the column to be editable for the standard FBP role called Reward Team.
- D. Set the Lump Sum field to read-only to prevent planners from using it.

Answer C

Question 3

What are some general principles for creating Route Maps for client projects? Note: There are 2 correct answers to this question.

- A. Use a Signature step so the employee is aware of the decisions once the form is marked as "Complete".
- B. Use reporting and Executive Review for reviewing trends and aggregate budgets.
- C. Only include those that would alter a decision, not simply review.
- D. Use the "Get Feedback" function to allow people outside the hierarchy to comment on the decisions.

Answer B C

Question 4

Your EC-integrated client wishes to plan on monthly salaries for employees in the UK, but on annual salaries for employee in the US. All employees have their salaries stored in EC with a single pay component with a frequency of "monthly" because of payroll integration constraints.

Which of the following options is a solution for this requirement?

- A. Use meritTarget set to the pay component value divided by 12.
- B. Include the unitsPer Year standard column and set it to 12.
- C. Use two templates with one having curSalary mapped to the pay component and the other on the pay component group.
- D. Use two different pay components for salary with the US one having the "Use for Comp Planning" set to "None" and the UK one set to "Comp."

Answer C

Question 5

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.

- 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 "disallow" and action "exceed" with the Threshold at 125.
- D. Create a standard validation of type "splitOrDisallow" and action "exceed" with the Threshold at 125.

Answer C D