

C_THR86_2005^{Q&As}

C_THR86_2005 : SAP Certified Application Associate - SAP SuccessFactors Compensation H1/2020

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QUESTION 1

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

- A. 0% -10%
- B. 3% - 5%
- C. 2% - 4%
- D. 0% - 0%

Correct Answer: C

QUESTION 2

Your customer uses the Second Manager compensation hierarchy. How can you check for missing manager in the hierarchy?

Please choose the correct answer.

- A. Select the Validate Manager and HR fields option when importing the user data file (UDF).
- B. Run 3 Compensation Planning ad hoc report.
- C. Use the Export users without manager option under the Define Planners page.
- D. Export the user data file (UDF) and check the MANAGER column.

Correct Answer: C

QUESTION 3

Your customer requires the stock budget allocation for each employee to be visible on the compensation worksheet. How can you achieve this? Please choose the correct answer

- A. Add a new budget calculation based on "User" and use "STOCK_BUDGET_STOCK_AMOUNT" as the import key.
- B. Create a custom field and pull data from the "STOCK_BUDGET_STOCK_AMOUNT" column of the user U data file (UDF)
- C. Create a custom field and use the Direct Amount budget mode for stocks.
- D. Add a guideline field in the design worksheet labeled as "Stock Budget Allocation".

Correct Answer: A

QUESTION 4

Review the final figure for each component of the compensation plan for your group. For more information about the approval process, please refer to the process document. Please choose the correct answer.

- A. The Enable Rollup Reports option is NOT selected in the advanced settings.
- B. The Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the ^ advanced settings.
- C. The user does NOT have the compensation rollup permission in role-based permissions.
- D. The option is NOT set in the compensation plan template XML.

Correct Answer: D

QUESTION 5

Your customer gives planners total discretion within their budget for merit planning and does NOT use guidelines. Your customer also prorates final payouts according to how many months the employee has been with the company.

How can you accomplish this? Please choose the correct answer.

- A. Use the Admin Tools to configure raise proration for date-based proration.
- B. Use the Admin Tools to configure salary proration for imported proration.
- C. Set the includeSalaryProrating option to "true" in the template XML and use imported proration.
- D. Set the includeRaiseProrating option to "true" in the template XML and use imported proration.

Correct Answer: C

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