

SAP C_THR86_1708 Exam

Volume: 92 Questions

Question No : 1

Which of the following functions in the Admin Tools can you use to delete compensation worksheets for active planners?

There are 2 correct answers.

Response:

- A. Delete employees
- B. Manage worksheets
- C. Delete form
- D. Update compensation worksheet

Answer: B,C

Question No : 2

You want to extract the entire compensation from SuccessFactors and import it to your own Human Resource Information System (HRIS).

Which report must you run to capture compensation data from your current compensation plan?

Please choose the correct answer.

Response:

- A. Budget roll-up report
- B. Compensation adjustment report
- C. Aggregate export report
- D. Spreadsheet report

Answer: C

Question No : 3

Your customer uses the following planning fields in the compensation plan template

- Promotion
- Merit
- Adjustment

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Using the design worksheet in the Admin Tools, which standard field would you add to the compensation plan template to display the total amount awarded?

Please choose the correct answer.

Response:

- A. Total Compensation In Local Currency
- B. Total Raise
- C. Total Compensation
- D. Total Increase

Answer: D

Question No : 4

You want to use a custom field called customStock as the starting point for stock guideline calculation. What must you do achieve this?

Please choose the correct answer.

Response:

- A. Add the following code to the ccomp-rule useFor="stock" section of the compensation template XML `<comp-rule-base-fieldid>customStock</comp-rule-base-field-id>`
- B. Add the customStock field in the rule settings of the stock guidelines in Admin Tools.
- C. Add the following code to the customStock field definition in the compensation template XML `<comp-rule-base-fieldid>customStock</comp-rule-base-field-id>`
- D. Add a CUSTOMSTOCK column in the user data file (UDF) and use it as an import key for stock guidelines in Admin Tools.

Answer: A

Question No : 5

Your customer is using standard SuccessFactors fields and would like to display compensation data on their employee's live profile. What is the correct sequence of steps you must perform to accomplish this?

Response:

- A.
 1. Create a portlet in the Admin Tools.

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2. Add the background element section in the data model
3. Publish data to the employee profile.

B.

1. Publish data to the employee profile.
2. Create a portlet in the Admin Tools.
3. Add the background element section in the data model.

C.

1. Add the background element section in the data model.
2. Create a portlet in the Admin Tools.
3. Publish data to the employee profile.

D.

1. Add the background element section in the data model.
2. Publish data to the employee profile.
3. Create a portlet in the Admin Tools.

Answer: C

Question No : 6

What are the advantages of the Percent of Merit Target budget mode?

Please choose the correct answer.

Response:

- A. It is flexible since it is NOT based on users' imported salaries.
- B. It is dynamic since budgets recalculate when new targets are loaded.
- C. It is easy to configure since it is based on employee performance and benchmarks.
- D. It is client-specific and uses custom calculations if needed.

Answer: A

Question No : 7

Your customer wants only users in Job Level A to be eligible for a onetime disbursement that does NOT contribute toward final salary. What can you do to fulfill this requirement?

There are 2 correct answers

Response:

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- A. Create an eligibility engine rule in the Admin Tools that restricts Job Level A users eligible for Lump Sum.
- B. Import the value FALSE in the LUMPSUM2_ELIGIBLE column of the user data file (UDF) for all users EXCEPT Job Level A user.
- C. Import the value TRUE in the LUMPSUM_ELIGIBLE column of the user data file (UDF) for all Job Level A users.
- D. Create an eligibility engine rule in the Admin Tools that restricts non-Job Level A users from receiving Lump Sum 2.

Answer: A,C

Question No : 8

You create a test User Data File (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER and SECOND_MANAGER columns?

Please choose the correct answer.

Response:

- A. MANGER: blank SECOND_MANAGER: NO_MANAGER
- B. MANGER: NO_MANAGER SECOND_MANAGER: blank
- C. MANGER: blank SECOND_MANAGER: blank
- D. MANGER: NO_MANAGER SECOND_MANAGER: NO_MANAGER

Answer: D

Question No : 9

You want to prevent planners from entering a negative merit increase in the compensation worksheet. Which configuration steps must you perform?

Please choose the correct answer.

Response:

- A.
Select the Enable Guideline Optimization setting in Admin Tools.
Delete the <comp-guideline-pattern> in the form template XML.

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B.

Enable a hard limit stop for the minimum merit guideline in Admin Tools.
Set the minimum value to 0 for all guideline formulas.

C.

Create a guideline rule with the Force Default On Rating Change option set to Yes in Admin Tools.
Delete the <comp-guideline-pattern> in the form template XML.

D.

Create a guideline rule with the High/Low Action option set to Allow in Admin Tools.
Define each guideline formula with default value of 0

Answer: B

Question No : 10

The following tag in the compensation template XML is incorrect and is causing an error when you try to save the template in provisioning

```
<comp-field-label><![CDATA[Merit Increase Guideline]</comp-fieldlabel>.
```

What is the reason for the error?

Please choose the correct answer.

Response:

A. Quotation marks are missing from the label content'

B. The CDATA block is incorrectly formed.

C. Comp-field-label is an invalid tag.

D. The comp-field-label tag is NOT correctly closed.

Answer: D

Question No: 11

When would you create budget groups?

There are 2 correct answers.

Choose:

A. When a customer requires different budget strategies for each location

B. When a customer requires different guidelines ranges for each department.