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# SAP C\_THR86\_2505

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

**Questions&AnswersPDF**

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## Subjects

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

**Topic: 1**  
**Permissions**

### Question: 1

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

**Answer: A, C**

**Permissions**

### Question: 2

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

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

**Answer: B, C**

**Permissions**

### Question: 3

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

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

**Answer: D**

#### Permissions

### Question: 4

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. Display salary history.
- D. Promote an employee.
- E. Enter recommendations.

**Answer: C, D, E**

#### Permissions

### Question: 5

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

**Answer: A**

**Topic: 2**  
**Reports and Workflows**

**Question: 6**

A customer is using the Standard Manager hierarchy and would like the following approval process:

1. Planning Manager
2. Next Level Manager
3. Reward Team member who launched the forms

How will you set this up in the Route Map?

- A. Employee - Manager - Originator
- B. Manager - Manager's Manager - Originator
- C. Employee - Manager - User
- D. Manager - Manager's Manager - User

**Answer: A**

**Reports and Workflows**

**Question: 7**

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**

**Reports and Workflows**

**Question: 8**

Which statements accurately describe Rollup Reports? Note: There are 3 correct answers to this question.

- A. Enabling the Rollup Report for End-Users requires a specific tag in the XML.
- B. The Rollup Report is based on the current hierarchy and NOT that at form creation.
- C. Custom Columns with the "Show Totals" attribute selected are shown.

- D. The Rollup Report provides a summary of compensation entries and budget information.
- E. The Rollup Report only shows employees who also show up in the Executive Review.

**Answer: A, B, D**

#### Reports and Workflows

### Question: 9

Your client has two salary plans - one for Executives and another for non-Executives. Which tool can be used to combine the results from both templates in a single output document? Note: There are 2 correct answers to this question.

- A. Ad Hoc report
- B. Executive Review
- C. Story reports
- D. Lookup tables

**Answer: A, D**

#### Reports and Workflows

### Question: 10

As part of the approval process, your client wants to make sure that the planners have a full view of how their direct and indirect reports have adhered to their allocated budgets before their worksheets can be approved.

How can you best show this information?

- A. Include the Detailed (Rollup) Report option in the worksheet configuration.
- B. Enable the Executive Review - Read permission for all planners.
- C. Create a Tile for inclusion on the planners' Dashboards.
- D. Create an Ad Hoc report and share it with all planners.

**Answer: A**



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