Exam Code: C_THR86_2411

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

Total No. of Questions: 80

Passing Percentage: 68%

Exam Duration: 180 Minutes.

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Question 1

How can the comp Rating field be used to enhance the compensation worksheet?

Note: There are 2 correct answers to this question.

- A. It allows for performance form rating overrides.
- B. It allows for performance ratings to use a different rating scale.
- C. It allows ratings to be entered directly on the planning worksheet for those employees who do NOT have a performance form.
- D. It allows a second rating field for guidelines.

Answer A C

Question 2

Your client has asked you to display both the number and text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Change the labels in the rating scale to include both the number and text.
- B. Create a new custom field with a formula under Column Designer.
- C. Create a lookup table with the number and text.
- D. Update the Rating Label Format to Number-Text under Display Settings.

Answer D

Question 3

Your customer is based in the UK and has a functional currency of GBP. However, they also have offices in the US (USD), France (EUR), and Germany (EUR). They would like the budget displayed in local currency for all planners - for example, German planners see the budget in EUR, not GBP. How can you best accomplish this? Note: There are 2 correct answers to this question.

- A. Use budget grouping and group on the local currency code.
- B. Enable Planner Currency mode.
- C. Disable Functional Currency mode.
- D. Have four separate templates, one for each country.

Answer A B

Question 4

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?

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

Answer A

Question 5

What checks can you make with the Check tool? Note: There are 2 correct answers to this question.

    A.   Reportable fields correctly configured
    B.   Circular hierarchies for form creation
    C.   Custom validations correctly configured
    D.   Accuracy of formula calculations

Answer A B