



Free Questions for C_THR86_2311 by certsinside

Shared by Butler on 10-01-2024

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Question 1

Question Type: MultipleChoice

What can be configured under Define Standard Validation Rules?Note There are 2 correct answers to this question.

Options:

- A- Force comment when recommendation is outside guidelines
- B- Disallow save when budget is exceeded
- C- Update guideline hard limit
- D- Spirt to Lump Sum when exceeding salary range

Answer:

A, D

Question 2

Question Type: MultipleChoice

Your EC-integrated client has set up the Pay Range object to use Pay Grade Legal Entity, and Geo Zone as inputs. Keeping the order of the Attributes in mind which columns do you need to assign as Attributes in the Salary Pay Matrix section of the Plan Setup page?

Options:

- A- Pay Grade Geo Zone. Legal Entity
- B- Legal Entity Geo Zone
- C- Geo Zone. Legal Entity
- D- Pay Grade Legal Entity Geo Zone

Answer:

C

Question 3

Question Type: MultipleChoice

Your customer has a compensation plan template with the functional currency USD. The manager's own currency is EUR. The manager's compensation worksheet contains employees who are paid in the following currencies EUR, USD, CHF, and GBP. Which view must you enable to make sure the manager can display the salary of all of their employees in GBP?

Options:

- A- The IncludeFunctionalCurrency view
- B- The includePlannerCurrency view
- C- The include Any Currency view
- D- The includeLocalCurrency view

Answer:

D

Question 4

Question Type: MultipleChoice

Your customer has two pay components, with IDs SALARY_US and SALARY_UK. that are used for employees' base salary in their respective countries They want to plan for all employees on a single worksheet using the employees' periodic salary NOT the annual value.What is the best way to accomplish this?

Options:

- A- Create two custom columns and map each to the pay components Use a third custom column to display whichever is non zero
- B- Create two different templates and use eligibility rules to ensure employees appear on the correct one
- C- Create a pay component group that includes both pay components and use that for the planning
- D- Ensure the Used for Comp Planning flag of the pay components is set to Comp and do NOT map to a specific pay component ID in the worksheet

Answer:

D

Question 5

Question Type: MultipleChoice

Your customer wants the guidelines for an employee's merit recommendation to be prorated based on the employee's date of last hire The date of last hire is different than the employee's original hire date.How can you fulfill this requirement?

Options:

- A- Use raise proration and import a proration factor in the RAISE_PRORATING column
- B- Use salary proration and import the employee s last hire date in the SALARY_PRORATING_START_DATE column.
- C- Use salary proration and set the review start date equal to the employees last hire date
- D- Use raise proration and import the employee s last hire date in the RA1SE_PRORATING_START_DATE column

Answer:

C

Question 6

Question Type: MultipleChoice

How can the compRating field be used to enhance the compensation worksheet?Note There are 2 correct answers to this question.

Options:

- 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:

B, C

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