

**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.**

### 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**