



# C\_THR86\_1502<sup>Q&As</sup>

SAP Certified Application Associate - SuccessFactors Compensation

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### QUESTION 1

Your client notices that data on compensation worksheets is incorrect. The attached screenshot shows the user data file (UDF) that was uploaded. Which columns cause this problem?

SALARY	PAYGRADE	JOBLEVEL	SALARY_PRORATING	DATE_OF_CURRENT_POSITION
\$163,000	16	EXEC	100%	31/7/2013
16,5	5	AA	50%	18/6/2013
19 H2		SA	25%	20/5/2013

There are 3 correct answers to this question.

Response:

- A. SALARY
- B. PAYGRADE
- C. JOBLEVEL
- D. SALARY\_PRORATING
- E. DATE\_OF\_CURRENT\_POSITION

Correct Answer: ADE

### QUESTION 2

Which of the following options reflects a best practice for configuring compensation plan guidelines?

Please choose the correct answer.

Response:

- A. Allow planners to enter negative salary adjustment recommendations.
- B. Make sure the Enable Guideline Optimization checkbox is selected if your customer has less than 1,000 guidelines.
- C. Always arrange guideline formulas in order by performance rating and comp ratio.
- D. Add a formula without any criteria at the bottom of the guideline list to act as a default.

Correct Answer: D

### QUESTION 3

Your customer has the following requirements for their compensation plan:



1.

Use a hard stop in the customer's guidelines

2.

Display only the high and low values in the compensation worksheet.

3.

Display a prompt message to planners if they go outside of the high/low values.

Which guideline rule settings must you set to fulfill these requirements?

Please choose the correct answer.

Response:

A. low-highHard Limit: YesHigh/Low Action: Warn

B. min-maxHardLimit: YesHigh/Low Action: Warn

C. min-maxHard Limit: YesHigh/Low Action: Allow

D. comp-guideline-pattern>low-highHard Limit: YesHigh/Low Action: Allow

Correct Answer: A

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#### QUESTION 4

What are the advantages of the PercentofMeritTarget budget mode?

Please choose the correct answer.

Choose one:

A. It is easy to configure since it is based on employee performance and benchmarks.

B. It is dynamic since budgets recalculate when new targets are loaded.

C. It is client-specific and uses custom calculations if needed.

D. It is flexible since it is NOT based on users' imported salaries.

Correct Answer: D

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#### QUESTION 5

Where must you update the instructions that appear at the top of a compensation worksheet?

Please choose the correct answer.

Choose one:



- A. Under Provisioning ->Succession Data Mode
- B. Under Provisioning -> Company Setting
- C. Under Admin Tool -> Plan Setup -> Design Worksheet
- D. Under Admin Tool -> Plan Setup -> Settings

Correct Answer: C

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