



C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

Which actions can you control using role-based permissions?

There are 3 correct answers to this question.

Response:

Should have chosen

- A. View budget rollup information.
- B. Read and write compensation data via executive review.
- C. Exceed a merit guideline in a compensation worksheet.
- D. View the compensation profile.
- E. Change eligibility rules in a compensation plan template.

Correct Answer: ABE

QUESTION 2

Your client wants a graphical representation of performance distribution data in the Metrics section of a compensation worksheet.

How can you achieve this?

There are 3 correct answers.

Response:

- A. Upload the standard compensation salary widget epix file in the Admin Tools.
- B. Use the standard pivot query reporting for compensation.
- C. Add the SuccessStore standard compensation salary widget in the Admin Tools.
- D. Select the 'Enable YouCalc widget on compensation form' option in Provisioning.
- E. Add the tag to the compensation plan template XML.

Correct Answer: ADE

QUESTION 3

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 4

Your customer has customized two compensation statements from the SuccessStore. One statement is used for employees in the Manufacturing department and the other is used for all other employees.

How do you make sure that the Manufacturing employees receive the proper statement?

Please choose the correct answer.

Response:

- A. Set default permissions for the statement template under Action for All Plans.
- B. Make the Manufacturing statement template the default template.
- C. Use role-based permissions in Admin Tools
- D. Assign statement groups under Complete Compensation Cycle.

Correct Answer: D

QUESTION 5

Your customer needs to remove a compensation statement from the system for one employee that was NOT eligible for a merit increase.



How can you accomplish this?

Please choose the correct answer.

Choose one:

- A. Make the employee ineligible for a merit increase using the eligibility engine.
- B. Recall the compensation statement for the employee.
- C. Remove the employee from the compensation form and regenerate these statements.
- D. Remove the employee from the compensation form and run the 'Update all worksheets' job.

Correct Answer: B

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