



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

SAP Certified Application Associate - SuccessFactors Compensation

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### QUESTION 1

Where can you disable Askfor Edits options in the route map of a compensation form?

Please choose the correct answer.

Choose one:

- A. Under Admin Tools -> Plan Setup -> Settings -> Advanced Settings
- B. Under Admin Tools -> Manage Route Maps
- C. Under XML -> comp-config section
- D. Under Provisioning -> Form Template Administration

Correct Answer: A

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### QUESTION 2

Your customer's budget for merit is 3% of the employee's annual salary. A full time employee has worked for the company for half of the year. The guidelines for this employee show adjusted values for the 50% work time.

Your customer does NOT want to give the manager the full budget for this employee. Only 50% of the employee's calculated budget is to be included in the budget total.

How can you accomplish this?

Please choose the correct answer.

Response:

- A. Set 50% for the value in the user data file (UDF) field SALARY\_BUDGET\_MERIT\_PERCENTAGE.
- B. Set 50% as the value for the employee in the user data file (UDF) field COMPENSATION\_FTE.
- C. Enable prorating in the guidelines in the Admin Tools.
- D. Enable prorating in the budget calculation in the Admin Tool.

Correct Answer: C

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### QUESTION 3

An employee's planner has changed and you need to assign the employee to a different compensation form. When importing the User Data File (UDF).

Which option must you select to reflect this change?



Please choose the correct answer.

Response:

- A. Automatic inbox document transfer to new manager.
- B. Add new member to compensation form.
- C. Automatic En Route document transfer to new manager.
- D. Move user's compensation data from old manager to current manager.

Correct Answer: D

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#### QUESTION 4

Your customer has a compensation plan template with the functional currency EUR. The manager's own currency is USD. 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 USD?

Please choose the correct answer.

Choose one:

- A. The includePlannerCurrency view
- B. The includeLocalCurrency view
- C. The includeAnyCurrency view
- D. The includeFunctionalCurrency view

Correct Answer: B

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#### QUESTION 5

You want managers to promote employees in the compensation profile.

Which of the following steps must you perform to configure this?

There are 3 correct answers

Choose:

- A. Import the job code and pay grade mapping file.
- B. Enable the job selector in the compensation template XML



- C. Set up minimum and maximum guidelines for the standard promotion field.
- D. Set up families and roles in Admin Tools.
- E. Populate the JOBTITLE column in the user data file (UDF)

Correct Answer: ABD

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