C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

Which compensation permissions are typically enabled for human resource business partners?

There are 3correct answers. Choose:

A. Manage Plan Template

B. Executive Review Read

C. Change User Information

D. Compensation Management

E. Run Ad Hoc Reports

Correct Answer: BDE

QUESTION 2

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 recalculatewhen 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

QUESTION 3

Your customer wants only users in Job Level A to be eligible for a one-time disbursement thatdoes NOT contribute toward final salary.

What can you do to fulfill this requirement?

There are 2 correct answers

Response:

A. Import the value TRUE in the LUMPSUM_ELIGIBLE column of the user data file (UDF) for all Job Level A users.

B. Create an eligibility engine rule in the Admin Tools that restricts Job Level A users eligible for Lump Sum.

C. Import the value FALSE in the LUMPSUM2_ELIGIBLE column of the user data file (UDF) for all users EXCEPT Job Level A user.

D. Create an eligibility engine rulein the Admin Tools that restricts non-Job Level A users from receiving Lump Sum 2.

Correct Answer: AB

QUESTION 4

You use date-based proration and you do NOT include dates in the user data file (UDF) for an employee.

What dates does the system use to calculate the proration percent?

Please choose the correct answer.

Response:

A. The start date and end date of the compensation worksheet.

B. January 1 to December 31 of the current year.

C. The review start date and review end date configured in the compensation template.

D. The start date and end date of the customer\\'s fiscal year.

Correct Answer: D

QUESTION 5

Using role-based permission (RBP), which permissions are typically granted to a group composed of the senior leadership team? There are 2 correct answers.

Response:

A. Ad hoc reports and dashboards

B. Form template management

C. Executive review access

D. Route map management

Correct Answer: AC

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