



C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

Which actions can you perform on the Add/Edit Statement Templates screen in Admin Tools when creating a compensation statement from SuccessStore templates?

There are 3 correct answers. Response:

- A. Reference the company logo URL and change the title of the statement.
- B. Configure the statement to include conditional logic for the statement text.
- C. Customize the statement text to fit your customer's company and culture.
- D. Configure the statement for multiple languages.
- E. Change the order of the compensation fields.

Correct Answer: ACE

QUESTION 2

You have created a route map and have entered information for all options in each step. You have also configured To Do's for the Home Page.

Which field appears in the planner's To Do List on the Home Page when the worksheet is in their inbox?

Please choose the correct answer.

Response:

- A. Step Introduction and Mouseover Text
- B. Step Description
- C. Step ID
- D. Step Name

Correct Answer: D

QUESTION 3

Your customer wants to include confidential information in the planning process. This information should be viewed by the HR team. How can you achieve this?

Please choose the correct answer.

Response:

- A. Configure a custom field for the confidential data, and use role-based permissions to make the field visible for HR employees.



- B. Configure a custom field for the confidential data, and set field visibility to `view\\` for HR employees.
- C. Configure a custom field for the confidential data, and set field visibility to `hide\\` for everyone except HR employees.
- D. Set the includeCompliance="HR" in the compensation plan template XML.

Correct Answer: A

QUESTION 4

Which of the following is a recommended option for updating the Employee Profile with compensation data?

There are 2 correct answers.

Response:

- A. Import historical compensation data in custom compensation columns on the user data file (UDF) and create a custom background portlet to display the data.
- B. Publish new compensation data from the compensation worksheet directly to the Employee Profile in a standard compensation portlet.
- C. Create a custom portlet on the employee profile and import compensation data to the portlet using the Import Extended User Information option.
- D. Permission Human Resource users to enter compensation data on fields in a custom background portlet as part of the profile completion process.

Correct Answer: C

QUESTION 5

Which of the field can you use when you set up forced comments in the compensation plan template?

There are 2 correct answers.

Choose:

- A. promotion
- B. lumpSum
- C. bonus
- D. custom

Correct Answer: BC