



C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

Which rating source combinations can you use to configure a compensation plan template?

There are 2 correct answers.

Response:

- A. A rating from a Performance Management (PM) form.AComp Rating from the compensation worksheet for employees who do NOT have a PM form.
- B. A rating from a Performance Management (PM) form.A rating from a different PM form depending on which PM form was assigned to an employee.
- C. A rating from a Performance Management (PM) form.An imported rating from the user data file for employees who do NOT have a PM form
- D. A rating from a 360 formA Comp Rating from the compensation worksheet for employees who do NOT have a 360 form.

Correct Answer: AC

QUESTION 2

Your customer wants to round up all dollar figures in the compensation form to the nearest hundred dollars.

What XML code do you need to include in the template to accomplish this?

Please choose the correct answer.

Response:

- A.
- B.
- C. 100
- D.

Correct Answer: B

QUESTION 3

You want to export user compensation data from your customer\\'s SuccessFactors system.

Which option in the Employee Data Export tool prevents any user compensation data from being downloaded?

Please choose the correct answer.



Response:

- A. Short format: only system fields
- B. Valid users only
- C. Export as a batch process
- D. Include imported field-level eligibility fields with system default import keys

Correct Answer: A

QUESTION 4

According to SuccessFactors\\ best practice, what must you includewhen you set up a compensation route map?

Please choose the correct answer.

Choose one:

- A. A signature step as the final step before completion
- B. The Get Feedback button in the HR approval step
- C. A staging step as the last modify step
- D. At least fivesteps of manager review and approval

Correct Answer: C

QUESTION 5

Which of the following is a recommended option for updating the Employee Profile withcompensation 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 fromthe 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. PermissionHuman Resource users to enter compensation data on fields in a custom background portlet as part of the profile completion process.

Correct Answer: C



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