C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

You have created a route map and have entered information for all options in each step. You have also configured To Dos 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 andMouseover Text

B. Step Description

C. Step ID

D. Step Name

Correct Answer: D

QUESTION 2

When would you run the Update All Worksheets function?

There are 3 correct answers.

Response:

A. When an administration change the layout of the compensation plan template.

B. When an administration changes the data in a look-up table.

C. When a new hire or termination occurs.

D. When a manager makes a change to a performance rating on a performance form.

E. When an administration manually moves an employee to a new worksheet.

Correct Answer: BCD

QUESTION 3

In the user data file (UDF), what can you populate in the column COMPENSATION_SALARY_RATE_UNITS?

Please choose the correct answer.

Choose one:

A. MONTHLY

B. 12

C. $6,500

D. 8.3%

Correct Answer: B

QUESTION 4

You set up a merit guideline rule based on the performance rating. You import guideline formulas as shown in the attached screenshot.

According to the imported formulas, what is the minimum merit guideline if an employee\'s performancerating is 4?

Please choose the correct answer.

Choose one:

A. 0%

B. 4%

C. 2%

D. 1%

Correct Answer: C

QUESTION 5

Which of the field canyou 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