



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

SAP Certified Application Associate - SuccessFactors Compensation

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### QUESTION 1

Your customer has different compensation plan templates for stock and compensation. This customer therefore wants to use one combined compensation statement.

What can you use to achieve this?

Please choose the correct answer.

Choose one:

- A. The interoperability option
- B. Role-based permissions
- C. The Secondary Plan option
- D. The Assign Statement Groups option

Correct Answer: C

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### QUESTION 2

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

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### QUESTION 3

For which of the following roles can you grant legacy permission to view the personal compensation statements of an employee?

There are 3 correct answers to this question.

Response:



- A. System Administrator
- B. Custom Manager
- C. Compensation Administrator
- D. Employee
- E. HR Representative

Correct Answer: ACE

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#### QUESTION 4

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

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#### QUESTION 5

Review the final figure for each component of the compensation plan for your group.

For more information about the approval process, please refer to the process document.

Please choose the correct answer.

Choose one:

- A. The option is NOT set in the compensation plan template XML.
- B. The Enable Rollup Reports option is NOT selected in the advanced settings.
- C. The user does NOT have the compensation rollup permission in role-based permissions.
- D. The Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the advanced settings.

Correct Answer: A

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