C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

Your customer has the following requirements fortheir compensation plan:

1.

 Use a hard stop in the customer\\'s guidelines

2.

 Display only the high and low values in the compensation worksheet.

3.

 Display a prompt message to planners if they go outside of the high/low values.

Which guideline rule settings must you set to fulfill these requirements?

Please choose the correct answer.

Response:

A. low-highHard Limit: YesHigh/Low Action: Warn

B. min-maxHardLimit: YesHigh/Low Action: Warn

C. min-maxHard Limit: YesHigh/Low Action: Allow

D. comp-guideline-pattern>low-highHard Limit: YesHigh/Low Action: Allow

Correct Answer: A

QUESTION 2

In Admin Tools, you configure a merit budget based on a percentage of the current salary. In the `Based On\\' dropdown option you select `User\\'.

How would you define the budget percentage?

Please choose the correct answer.

Choose one:

A. Assign a percentage to each user in the Budget Assignment section.

B. Import a percentage for each employee in the user data file (UDF).

C. Use default percentage for all users.

D. Assign each user to a budget group and then assign group percentages.

Correct Answer: C

QUESTION 3

You want to rename the Salary tab of thecompensation plan template.

Which field type must you configure?

Please choose the correct answer.

Response:

A. Navigation Fields.

B. Custom Fields.

C. Rollup Report Fields.

D. Form Fields.

Correct Answer: A

QUESTION 4

Your customer\'s budget for merit is 3% of the employee\'s annual salary. A full time employee has worked for the company for half of the year.The guidelines for this employee show adjusted values for the 50% work time.

Your customer does NOT want to give the manager the full budget for this employee. Only 50% of the employee\'s calculated budget is to be included in the budget total.

How can youaccomplish this?

Please choose the correct answer.

Response:

A. Set 50% for the value in the user data file (UDF) field SALARY_BUDGET_MERIT_PERCENTAGE.

B. Set 50% as the value for the employee in the user data file (UDF) field COMPENSATION_FTE.

C. Enable prorating in the guidelines in the Admin Tools.

D. Enable prorating in the budget calculation in the Admin Tool.

Correct Answer: C

QUESTION 5

Which compensation function requires thejob code and pay grade mapping table?

Please choose the correct answer.

Response:

A. Cascading Budget

B. Job Selector

C. Compensation History

D. Calculating Compa-Ratio

Correct Answer: B