



# C\_THR86\_2005<sup>Q&As</sup>

C\_THR86\_2005 : SAP Certified Application Associate - SAP SuccessFactors Compensation H1/2020

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### QUESTION 1

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.

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

Correct Answer: ACD

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### QUESTION 2

Your customer is using standard SuccessFactors fields and would like to display compensation data on their employee's live profile. What is the correct sequence of steps you must perform to accomplish this?

- A. Publish data to the employee profile. Create a portlet in the Admin Tools. Add the background element section in the data model.
- B. Create a portlet in the Admin Tools. 2.Add the background element section in the data model Publish data to the employee profile.
- C. Add the background element section in the data model. Create a portlet in the Admin Tools. Publish data to the employee profile.
- D. Add the background element section in the data model. Publish data to the employee profile. Create a portlet in the Admin Tools.

Correct Answer: C

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### QUESTION 3

Which of the following is a recommended option for updating the Employee Profile with compensation data? There are 2 correct answers.

- A. Create a custom portlet on the employee profile and import compensation data to the portlet using the Import Extended User Information option.
- B. Import historical compensation data in custom compensation columns on the user data file (UDF) and create a custom background portlet to display the data.
- C. Publish new compensation data from the compensation worksheet directly to the Employee Profile in a standard



compensation portlet.

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: AC

#### QUESTION 4

Which information is included in the rollup report? Please choose the correct answer.

- A. The sum of budget and total spend for each division, department, or location
- B. The average bonus payout amount for each location
- C. The total number of employees that received a promotion summarized by job level.
- D. The sum of budget and total spend for each planner in the hierarchy

Correct Answer: D

#### QUESTION 5

Which compensation function requires the job code and pay grade mapping table? Please choose the correct answer.

- A. Compensation History
- B. Calculating Compa-Ratio
- C. Cascading Budget
- D. Job Selector

Correct Answer: D

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