C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

Your customer uses the Second Manager compensation hierarchy. How can you check for missing manager in the hierarchy?

Please choose the correctanswer.

Choose one:

A. Use the Export users without manager option under the Define Planners page.

B. Select the Validate Manager and HR fields option when importing the user data file (UDF).

C. Run a Compensation Planning ad hoc report.

D. Export the user data file (UDF) and check the MANAGER column.

Correct Answer: A

QUESTION 2

You test and troubleshoot compensation statements for your customer.

Where can you download all statements generated for the compensation template in asingle PDF file?

Please choose the correct answer.

Response:

A. From the Manage Statement Templates utility under Action for All Plans

B. From the Bulk Print option in the compensation worksheet

C. From the Select Statement Templates utility under Complete Compensation Cycle

D. From the Export option in the executive review.

Correct Answer: B

QUESTION 3

Your customer wants only users in Job Level A to be eligible for a one-time disbursement thatdoes NOT contribute toward final salary.

What can you do to fulfill this requirement?

There are 2 correct answers

Response:

A. Import the value TRUE in the LUMPSUM_ELIGIBLE column of the user data file (UDF) for all Job Level A users.

B. Create an eligibility engine rule in the Admin Tools that restricts Job Level A users eligible for Lump Sum.

C. Import the value FALSE in the LUMPSUM2_ELIGIBLE column of the user data file (UDF) for all users EXCEPT Job Level A user.

D. Create an eligibility engine rulein the Admin Tools that restricts non-Job Level A users from receiving Lump Sum 2.

Correct Answer: AB

QUESTION 4

Your customer needs to remove a compensation statement from the system for one employee that was NOT eligible for a merit increase.

How can youaccomplish this?

Please choose the correct answer.

Choose one:

A. Make the employee ineligible for a merit increase using the eligibility engine.

B. Recall the compensation statement for the employee.

C. Remove the employee from the compensation form andregenerate thse statement

D. Remove the employee from the compensation form and run the `Update all worksheet\\' job.

Correct Answer: B

QUESTION 5

You set the Reportable option of a custom field to true in the Column Designer. In which reports does this field appear?

There are 3 correct answers.

Response:

A. Ad hoc

B. Standard YouCalc widget

C. Rollup

D. Executive review

E. Aggregate export

Correct Answer: CDE

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