



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

SAP Certified Application Associate - SuccessFactors Compensation

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### QUESTION 1

Your customer notices incorrect data in the standard Current Salary column on a launched compensation worksheet.

What must the customer do to correct the salary data on the worksheet?

Please choose the correct answer.

Choose one:

- A. Import the correct data for Current Salary through Executive Review offline edits.
- B. Import the correct data in the SALARY and COMPENSATION\_SAL\_RATE\_UNITS columns of the user data file (UDF).
- C. Enter the correct Current Salary data directly on the worksheet using Executive Review.
- D. Select 'No' for the 'Read-only' option of the Current Salary column in the Column Designer and enter the correct data on the worksheet.

Correct Answer: B

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### QUESTION 2

Where must you update the instructions that appear at the top of a compensation worksheet?

Please choose the correct answer.

Choose one:

- A. Under Provisioning -> Succession Data Mode
- B. Under Provisioning -> Company Setting
- C. Under Admin Tool -> Plan Setup -> Design Worksheet
- D. Under Admin Tool -> Plan Setup -> Settings

Correct Answer: C

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### QUESTION 3

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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#### QUESTION 4

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

Please choose the correct answer.

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

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#### QUESTION 5

Which rating source combinations can you use to configure a compensation plan template?

There are 2 correct answers.

Response:

- A. A rating from a Performance Management (PM) form. A Comp Rating from the compensation worksheet for employees who do NOT have a PM form.
- B. A rating from a Performance Management (PM) form. A rating from a different PM form depending on which PM form was assigned to an employee.
- C. A rating from a Performance Management (PM) form. An imported rating from the user data file for employees who do NOT have a PM form.
- D. A rating from a 360 form. A Comp Rating from the compensation worksheet for employees who do NOT have a 360 form.

Correct Answer: AC

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