



C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

You want to export user compensation data from your customer's SuccessFactors system.

Which option in the Employee Data Export tool prevents any user compensation data from being downloaded?

Please choose the correct answer.

Response:

- A. Short format: only system fields
- B. Valid users only
- C. Export as a batch process
- D. Include imported field-level eligibility fields with system default import keys

Correct Answer: A

QUESTION 2

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

QUESTION 3

Your customer gives planners total discretion within their budget for merit planning and does NOT use guidelines. Your customer also prorates final payouts according to how many months the employee has been with the company.

How can you accomplish this?



Please choose the correct answer.

Response:

- A. Set the includeRaiseProrating option to "true" in the template XML and use imported proration.
- B. Set the includeSalaryProrating option to "true" in the template XML and use imported proration.
- C. Use the Admin Tools to configure raise proration for date-based proration.
- D. Use the Admin Tools to configure salary proration for imported proration.

Correct Answer: B

QUESTION 4

When setting up rating sources in a compensation plan template, which of the following rating types can you select?

There are 2 correct answers.

Response:

- A. overallCompetency
- B. overallPerformancePotential
- C. overall360
- D. overallPerformance

Correct Answer: AD

QUESTION 5

Your customer has a compensation plan template with the functional currency EUR. The manager's own currency is USD. The manager's compensation worksheet contains employees who are paid in the following currencies: EUR, USD,

CHF and GBP.

Which view must you enable to make sure the manager can display the salary of all of their employees in USD?

Please choose the correct answer.

Choose one:

- A. The includePlannerCurrency view
- B. The includeLocalCurrency view
- C. The includeAnyCurrency view



D. The includeFunctionalCurrency view

Correct Answer: B

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