



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

SAP Certified Application Associate - SuccessFactors Compensation

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### QUESTION 1

Using role-based permission (RBP), which permissions are typically granted to a group composed of the senior leadership team? There are 2 correct answers.

Response:

- A. Ad hoc reports and dashboards
- B. Form template management
- C. Executive review access
- D. Route map management

Correct Answer: AC

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### QUESTION 2

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

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### QUESTION 3

What can you do with a compensation profile?

There are 3 correct answers.

Choose:

- A. Display salary history.



- B. Promote an employee
- C. Import salary history into the profile
- D. View budget.
- E. Enter recommendations.

Correct Answer: AC

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#### QUESTION 4

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 5

Where can you disable Ask for Edits options in the route map of a compensation form?

Please choose the correct answer.

Choose one:

- A. Under Admin Tools -> Plan Setup -> Settings -> Advanced Settings
- B. Under Admin Tools -> Manage Route Maps
- C. Under XML -> comp-config section
- D. Under Provisioning -> Form Template Administration

Correct Answer: A

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