



C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

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

QUESTION 2

Your customer has different compensation plan templates for stock and compensation. This customer therefore wants to use one combined compensation statement.

What can you use to achieve this?

Please choose the correct answer.

Choose one:

- A. The interoperability option
- B. Role-based permissions
- C. The Secondary Plan option
- D. The Assign Statement Groups option

Correct Answer: C

QUESTION 3

An employee's planner has changed and you need to assign the employee to a different compensation form. When importing the User Data File (UDF).

Which option must you select to reflect this change?

Please choose the correct answer.

Response:



- A. Automatic inbox document transfer to new manager.
- B. Add new member to compensation form.
- C. Automatic En Route document transfer to new manager.
- D. Move user\\'s compensation data from old manager to current manager.

Correct Answer: D

QUESTION 4

Your customer is an international company with a wide variety of salary ranges. The customer wants to use compa ratio to determine merit guidelines.

How could you configure the pay matrix table for this client?

Please choose the correct answer.

Response:

- A. Use four custom attributes.
- B. Annualize all salary ranges.
- C. Add the pay grade as a value in the pay matrix table.
- D. Use functional currency for the salary ranges.

Correct Answer: D

QUESTION 5

What does SAP recommend you do when you copy a compensation plan template for a new cycle?

There are 2 correct answers

Response:

- A. Update salary range tables referenced in the previous compensation cycle.
- B. Recreate relevant rules in the eligibility engine for the new compensation cycle.
- C. Create a new currency conversion table for the new cycle.
- D. Update look-up tables referenced in the previous compensation cycle.

Correct Answer: AB



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