



# C\_THR86\_2005<sup>Q&As</sup>

C\_THR86\_2005 : SAP Certified Application Associate - SAP SuccessFactors Compensation H1/2020

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### QUESTION 1

Which operators can you create formulas? There are 3 correct answers.

- A. \*
- B. #
- C.

Correct Answer: A

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### QUESTION 2

Your customer needs to remove a compensation statement from the system for one employee that was NOT eligible for a merit increase. How can you accomplish this? Please choose the correct answer.

- A. Recall the compensation statement for the employee.
- B. Remove the employee from the compensation form and regenerate thse statement
- C. Make the employee ineligible for a merit increase using the eligibility engine.
- D. Remove the employee from the compensation form and run the '\\Update all worksheet\\' job.

Correct Answer: A

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### QUESTION 3

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.

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

Correct Answer: C

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### QUESTION 4

What must you do before generating compensation statements? Please choose the correct answer.

- A. Recall compensation statements from the previous year.



- B. Publish the final compensation data to the employee profile.
- C. Grant all managers permission to launch statements.
- D. Send worksheets to the completed step in the route map.

Correct Answer: D

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#### QUESTION 5

Your customer uses role-based permissions. Where in the Admin Tools do you assign permissions to allow a user to import compensation data? Please choose the correct answer.

- A. Import Users
- B. Manage Users
- C. Administrative Privileges
- D. Manage Employee Import Privilege

Correct Answer: B

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