



C_THR86_2005^{Q&As}

C_THR86_2005 : SAP Certified Application Associate - SAP SuccessFactors Compensation H1/2020





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QUESTION 1

Which information is included in the rollup report? Please choose the correct answer.

- A. The sum of budget and total spend for each division, department, or location
- B. The average bonus payout amount for each location
- C. The total number of employees that received a promotion summarized by job level.
- D. The sum of budget and total spend for each planner in the hierarchy

Correct Answer: D

QUESTION 2

You want to prevent planners from entering a negative merit increase in the compensation worksheet. Which configuration steps must you perform? Please choose the correct answer.

- A. Enable a hard limit stop for the minimum merit guideline in Admin Tools. Set the minimum value to 0 for all ^ guideline formulas.
- B. Create a guideline rule with the High/Low Action option set to Allow in Admin Tools. ^ Define each guideline formula with default value of 0
- C. Create a guideline rule with the Force Default On Rating Change option set to Yes in Admin Tools. Delete ^ the in the form template XML.
- D. Select the Enable Guideline Optimization setting in Admin Tools. Delete the in ^ the form template XML.

Correct Answer: A

QUESTION 3

Your customer needs a budget that calculates a percentage of imported values for each employee on the compensation worksheet. Which Based On option can you use to fulfill this requirement? Please choose the correct answer.

- A. Group
- B. User
- C. Template
- D. Import

Correct Answer: B

QUESTION 4



For which of the following roles can you grant legacy permission to view the personal compensation statements of an employee?

There are 3 correct answers to this question.

- A. Compensation Administrator
- B. Employee
- C. System Administrator
- D. HR Representative
- E. Custom Manager

Correct Answer: ACD

QUESTION 5

Which compensation function requires the job code and pay grade mapping table? Please choose the correct answer.

- A. Compensation History
- B. Calculating Compa-Ratio
- C. Cascading Budget
- D. Job Selector

Correct Answer: D

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