



# 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

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.

- A. Executive review
- B. Ad hoc
- C. Aggregate export
- D. Standard YouCalc widget
- E. Rollup

Correct Answer: ACE

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### QUESTION 2

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

There are 2 correct answers.

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

Correct Answer: AB

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### QUESTION 3

Which compensation permissions are typically enabled for human resource business partners? There are 3 correct answers.

- A. Compensation Management
- B. Manage Plan Template
- C. Executive Review Read
- D. Run Ad Hoc Reports



E. Change User Information

Correct Answer: ACD

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#### QUESTION 4

Your customer's budget for merit is 3% of the employee's annual salary. A full time employee has worked for the company for half of the year. The guidelines for this employee show adjusted values for the 50% work time. Your customer does NOT want to give the manager the full budget for this employee. Only 50% of the employee's calculated budget is to be included in the budget total. How can you accomplish this? Please choose the correct answer.

- A. Set 50% for the value in the user data file (UDF) field SALARY\_BUDGET\_MERIT\_PERCENTAGE.
- B. Enable prorating in the guidelines in the Admin Tools.
- C. Set 50% as the value for the employee in the user data file (UDF) field COMPENSATION\_FTE.
- D. Enable prorating in the budget calculation in the Admin Tool.

Correct Answer: B

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#### QUESTION 5

You want an administrator that is excluded from the route map to make compensation recommendations.

What feature allows this?

Please choose the correct answer.

- A. Compensation profile
- B. Executive review
- C. New compensation worksheet
- D. Ad hoc reporting

Correct Answer: B

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