



# 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 want managers to promote employees in the compensation profile. Which of the following steps must you perform to configure this? There are 3 correct answers

- A. Set up families and roles in Admin Tools.
- B. Set up minimum and maximum guidelines for the standard promotion field.
- C. Enable the job selector in the compensation template XML
- D. Import the job code and pay grade mapping file.
- E. Populate the JOBTITLE column in the user data file (UDF)

Correct Answer: ACD

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### QUESTION 2

What are the advantages of the PercentofMeritTarget budget mode? Please choose the correct answer.

- A. It is flexible since it is NOT based on users\' imported salaries.
- B. It is dynamic since budgets recalculate when new targets are loaded.
- C. It is easy to configure since it is based on employee performance and benchmarks.
- D. It is client-specific and uses custom calculations if needed.

Correct Answer: A

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### QUESTION 3

A customer wants to display the compensation history in the compensation profile. When setting up the compensation history section, what can you use as a data source? There are 2 correct answers.

- A. Fields from a background section of the employee profile.
- B. Fields imported via the user data file (UDF)
- C. Fields from the current compensation worksheet.
- D. Fields from multiple plan templates

Correct Answer: AC

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### QUESTION 4

You want to export user compensation data from your customer\'s SuccessFactors system. Which option in the



Employee Data Export tool prevents any user compensation data from being downloaded? Please choose the correct answer.

- A. Include imported field-level eligibility fields with system default import keys
- B. Export as a batch process
- C. Short format: only system fields
- D. Valid users only

Correct Answer: C

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#### QUESTION 5

Which of the following functions in the Admin Tools can you use to delete compensation worksheets for active planners?

There are 2 correct answers.

- A. Manage worksheets
- B. Delete form
- C. Update compensation worksheet
- D. Delete employees

Correct Answer: AB

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