



C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

According to SuccessFactors\\' best practice, what must you includewhen you set up a compensation route map?

Please choose the correct answer.

Choose one:

- A. A signature step as the final step before completion
- B. The Get Feedback button in the HR approval step
- C. A staging step as the last modify step
- D. At least fivesteps of manager review and approval

Correct Answer: C

QUESTION 2

In Admin Tools, you load a pay matrix table as shown in the attached screenshot. You map attribute 1 to business unit and attribute 2 department. On the compensation worksheet, an employee is in the Operations department, the ABC

business unit, and pay grade 3. The employee\\'s current range penetration is calculated as exactly 100%.

What is the employee\\'s current annual salary?

Please choose the correct answer.

Choose one:

- A. 66000
- B. 72000
- C. 90000
- D. 85000

Correct Answer: B

QUESTION 3

You set up a merit guideline rule based on the performance rating. You import guideline formulas as shown in the attached screenshot.

According to the imported formulas, what is the minimum merit guideline if an employee\\'s performancerating is 4?



Please choose the correct answer.

Choose one:

- A. 0%
- B. 4%
- C. 2%
- D. 1%

Correct Answer: C

QUESTION 4

Where can you assign route maps to compensation plan templates?

Please choose the correct answer.

Response:

- A. Under Provisioning -> Form Template Administration
- B. Under Admin Tool ->Plan Setup -> Settings
- C. Under Admin Tool -> Manage Route maps
- D. Under Provisioning -> Company Setting

Correct Answer: B

QUESTION 5

Which operators can you create formulas?

There are 3 correct answers.

Response:

- A.