



C_THR86_2005^{Q&As}

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

QUESTION 2

Your customer has part time employees. What do you configure in the system to have it calculate the compa-ratio, range penetration, current salary and adjusted salary ranges? Please choose the correct answer.

- A. Set SALARY_PRORATING in the user data file (UDF) to the percent that the employees work full time.
- B. Add the standard FTE field to the compensation plan template.
- C. Set COMPENSATION_SAL_RATE_TYPE in the user data file (UDF) to FULL_TIME or PART_TIME.
- D. Set the XML tag "isActualSalaryImported" to TRUE in the compensation plan template.

Correct Answer: B

QUESTION 3

Your customer wants to round up all dollar figures in the compensation form to the nearest hundred dollars. What XML code do you need to include in the template to accomplish this? Please choose the correct answer.

- A.