



C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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**QUESTION 1**

You configure the following salary rule in the compensation plan template XML. 100.0

You have exceeded the maximum of the salary range.

]]>

On the compensation worksheet, a planner enters a merit increase, which puts the employee's final salary over the maximum for the salary range.

How does the system behave?

Response:

- A. The rule prevents the planner from saving the merit increase. The planner must go back and change their merit recommendation.
- B. A popup message asks the planner if the exceeded amount should be assigned to lump sum. The planner can save the merit recommendation by selecting "Cancel" in the pop-up message.
- C. The rule alerts the planner that the range penetration threshold has been exceeded and the merit field text turns red. The planner saves the merit recommendation.
- D. A popup message asks the planner if the exceeded amount should be assigned to lump sum. The planner cannot save the merit increase by selecting "Cancel" in the pop-up message.

Correct Answer: A

QUESTION 2

What can you do with a compensation profile?

There are 3 correct answers.

Choose:

- A. Display salary history.
- B. Promote an employee
- C. Import salary history into the profile
- D. View budget.
- E. Enter recommendations.

Correct Answer: AC

**QUESTION 3**

Which rating source combinations can you use to configure a compensation plan template?

There are 2 correct answers.

Response:

- A. A rating from a Performance Management (PM) form A Comp Rating from the compensation worksheet for employees who do NOT have a PM form.
- B. A rating from a Performance Management (PM) form. A rating from a different PM form depending on which PM form was assigned to an employee.
- C. A rating from a Performance Management (PM) form. An imported rating from the user data file for employees who do NOT have a PM form
- D. A rating from a 360 form A Comp Rating from the compensation worksheet for employees who do NOT have a 360 form.

Correct Answer: AC

QUESTION 4

In the user data file (UDF), what can you populate in the column COMPENSATION_SALARY_RATE_UNITS?

Please choose the correct answer.

Choose one:

- A. MONTHLY
- B. 12
- C. \$6,500
- D. 8.3%

Correct Answer: B

QUESTION 5

Your client wants a graphical representation of performance distribution data in the Metrics section of a compensation worksheet.

How can you achieve this?

There are 3 correct answers.

Response:



- A. Upload the standard compensation salary widget epix file in the Admin Tools.
- B. Use the standard pivot query reporting for compensation.
- C. Add the SuccessStore standard compensation salary widget in the Admin Tools.
- D. Select the `Enable YouCalc widget on compensation form` option in Provisioning.
- E. Add the tag to the compensation plan template XML.

Correct Answer: ADE

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