



C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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**QUESTION 1**

Which compensation function requires the job code and pay grade mapping table?

Please choose the correct answer.

Response:

- A. Cascading Budget
- B. Job Selector
- C. Compensation History
- D. Calculating Compa-Ratio

Correct Answer: B

QUESTION 2

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

QUESTION 3

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 4

Which actions can you control using role-based permissions?

There are 3 correct answers to this question.

Response:

Should have chosen

- A. View budget rollup information.
- B. Read and write compensation data via executive review.
- C. Exceed a merit guideline in a compensation worksheet.
- D. View the compensation profile.
- E. Change eligibility rules in a compensation plan template.

Correct Answer: ABE

QUESTION 5

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.

Choose one:

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



D. Set the XML tag "isActualSalaryImported" to TRUE in the compensation plan template.

Correct Answer: C

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