C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

You have defined the eligibility rules as shown in the attached screenshot. Budgeting is done as a percent of the current salary. What can you see on the compensation form for an employee in Salary Plan PRM?

Please choose the correct answer. Response:

A. The employee appears on the form, is NOT included in the total budget basis and CANNOT receive an award amountin merit, adjustment or lump sum.

B. The employee does NOT appear on the form and their salary is NOT included in the total budget basis.

C. The employee appears on the form and is included in the total budget basis but CANNOT receive an award amount in merit, adjustment or lump sum.

D. The employee does NOT appear on the form but their salary is included in the total budget basis.

Correct Answer: C

QUESTION 2

Which compensation column inthe User Data File (UDF) is required for multi-currency deployments?

Please choose the correct answer.

Response:

A. Country

B. Local currency code

C. Functional currency code

D. Salary type

Correct Answer: B

QUESTION 3

Yourcustomer wants to include confidential information in the planning process. This information should be viewed by the HR team. How can you achieve this?

Please choose the correct answer.

Response:

A. Configure a custom field for the confidential data, anduse role-based permissions to make the field visible for HR employees.

B. Configure a custom field for the confidential data, and set field visibility to `view\\' for HR employees.

C. Configure a custom field for the confidential data, and set field visibility to `hide\\' for everyone except HR employees.

D. Set the includeCompliance="HR" in the compensation plan template XML.

Correct Answer: A

QUESTION 4

You want an administrator that is excluded from the route map to make compensationrecommendations.

What feature allows this?

Please choose the correct answer.

Response:

A. Compensation profile

B. New compensation worksheet

C. Executive review

D. Ad hoc reporting

Correct Answer: C

QUESTION 5

Your customer needs to remove a compensation statement from the system for one employee that was NOT eligible for a merit increase.

How can youaccomplish this?

Please choose the correct answer.

Choose one:

A. Make the employee ineligible for a merit increase using the eligibility engine.

B. Recall the compensation statement for the employee.

C. Remove the employee from the compensation form andregenerate thse statement

D. Remove the employee from the compensation form and run the `Update all worksheet\\' job.

Correct Answer: B

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