



# C\_THR86\_1502<sup>Q&As</sup>

SAP Certified Application Associate - SuccessFactors Compensation

**Pass SAP C\_THR86\_1502 Exam with 100% Guarantee**

Free Download Real Questions & Answers **PDF** and **VCE** file from:

[https://www.pass4itsure.com/c\\_thr86\\_1502.html](https://www.pass4itsure.com/c_thr86_1502.html)

100% Passing Guarantee  
100% Money Back Assurance

Following Questions and Answers are all new published by SAP Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





### QUESTION 1

When should you configure a compensation template using the second manager hierarchy?

Please choose the correct answer.

Response:

- A. Your customer wants to include inactive employees on the compensation worksheet.
- B. Your customer has more than three manager approval levels in their route map.
- C. Your customer wants both the standard manager and the matrix manager to approve compensation.
- D. Your customer wants someone other than the standard manager to make compensation recommendations.

Correct Answer: D

---

### QUESTION 2

Using role-based permission (RBP), which permissions are typically granted to a group composed of the senior leadership team? There are 2 correct answers.

Response:

- A. Ad hoc reports and dashboards
- B. Form template management
- C. Executive review access
- D. Route map management

Correct Answer: AC

---

### QUESTION 3

Your customer uses role-based permissions.

Where in the Admin Tools do you assign permissions to allow a user to import compensation data?

Please choose the correct answer.

Choose one:

- A. Manage Employee Import Privilege
- B. Import Users



- C. Manage Users
- D. Administrative Privileges

Correct Answer: C

---

#### QUESTION 4

Which of the following options reflects a best practice for configuring compensation plan guidelines?

Please choose the correct answer.

Response:

- A. Allow planners to enter negative salary adjustment recommendations.
- B. Make sure the Enable Guideline Optimization checkbox is selected if your customer has less than 1,000 guidelines.
- C. Always arrange guideline formulas in order by performance rating and compratio.
- D. Add a formula without any criteria at the bottom of the guideline list to act as a default.

Correct Answer: D

---

#### QUESTION 5

Your customer requires the stock budget allocation for each employee to be visible on the compensation worksheet.

How can you achieve this?

Please choose the correct answer.

Response:

- A. Add a new budget calculation based on "User" and use "STOCK\_BUDGET\_STOCK\_AMOUNT" as the import key.
- B. Add a guideline field in the design worksheet labeled as "Stock Budget Allocation".
- C. Create a custom field and pull data from the "STOCK\_BUDGET\_STOCK\_AMOUNT" column of the user data file (UDF)
- D. Create a custom field and use the Direct Amount budget mode for stocks.

Correct Answer: A

---