



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

SAP Certified Application Associate - SuccessFactors Compensation

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### QUESTION 1

You use date-based proration and you do NOT include dates in the user data file (UDF) for an employee.

What dates does the system use to calculate the proration percent?

Please choose the correct answer.

Response:

- A. The start date and end date of the compensation worksheet.
- B. January 1 to December 31 of the current year.
- C. The review start date and review end date configured in the compensation template.
- D. The start date and end date of the customer's fiscal year.

Correct Answer: D

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### QUESTION 2

On the compensation worksheet, which of the following actions can you assign to planners with field-based permissions?

There are 2 correct answers.

Choose:

- A. Edit columns
- B. Delete columns
- C. Add columns
- D. View columns

Correct Answer: BC

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### QUESTION 3

What is the correct format for the compensation aggregate report?

Please choose the correct answer.

Response:

- A. v4e



B. xml

C. xls

D. csv

Correct Answer: A

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#### QUESTION 4

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

Choose:

A. Import the job code and pay grade mapping file.

B. Enable the job selector in the compensation template XML

C. Set up minimum and maximum guidelinesfor the standard promotion field.

D. Set up families and roles in Admin Tools.

E. Populate the JOBTITLE column in the user data file (UDF)

Correct Answer: ABD

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#### QUESTION 5

Your customer uses role-based permissions.

Where in the Admin Tools do you assignpermissions 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

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