C_THR86_2005^{Q&As}

C_THR86_2005 : SAP Certified Application Associate - SAP SuccessFactors Compensation H1/2020

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QUESTION 1

You set the Reportable option of a custom field to true in the Column Designer. In which reports does this

field appear?

There are 3 correct answers.

A. Executive review

B. Ad hoc

C. Aggregate export

D. Standard YouCalc widget

E. Rollup

Correct Answer: ACE

QUESTION 2

You want to extract the entire compensation from SuccessFactors and import it to your own Human Resource
Information System (HRIS). Which report must you run to capture compensation data from your current compensation
plan? Please choose the correct answer.

A. Spreadsheet report

B. Aggregate export report

C. Compensation adjustment report

D. Budget roll-up report

Correct Answer: B

QUESTION 3

What is the correct format for the compensation aggregate report? Please choose the correct answer.

A. csv

B. xls

C. v4e

D. xml

Correct Answer: C

QUESTION 4

Which permission can you use to restrict certain groups from seeing the budget allocation in the worksheet? Please choose the correct answer.

A. Field-based permission

B. Budget override permission

C. Executive review permission

D. Budget assignment permission

Correct Answer: A

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.

A. Set SALARY_PRORATING in the user data file (UDF) to the percent that the employees work full time.

B. Add the standard FTE field to the compensation plan template.

C. Set COMPENSATION_SAL_RATE_TYPE in the user data file (UDF) to FULL_TIME or PART_TIME.

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

Correct Answer: B

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