



C_THR86_2005^{Q&As}

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

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**QUESTION 1**

When should you configure a compensation template using the second manager hierarchy? Please choose the correct answer.

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

Correct Answer: A

QUESTION 2

Review the final figure for each component of the compensation plan for your group. For more information about the approval process, please refer to the process document. Please choose the correct answer.

- A. The user does NOT have the compensation rollup permission in role-based permissions.
- B. The Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the advanced settings.
- C. The option is NOT set in the compensation plan template XML.
- D. The Enable Rollup Reports option is NOT selected in the advanced settings.

Correct Answer: C

QUESTION 3

Where can you assign route maps to compensation plan templates? Please choose the correct answer.

- A. Under Admin Tool -> Manage Route maps
- B. Under Provisioning -> Form Template Administration
- C. Under Admin Tool -> Plan Setup -> Settings
- D. Under Provisioning -> Company Setting

Correct Answer: C

QUESTION 4

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 5

Which information is included in the rollup report? Please choose the correct answer.

- A. The sum of budget and total spend for each division, department, or location
- B. The sum of budget and total spend for each planner in the hierarchy
- C. The total number of employees that received a promotion summarized by job level
- D. The average bonus payout amount for each location

Correct Answer: B

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