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

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QUESTION 1

In Provisioning for your customer\\'s instance you select the \\'Assign default required field values for new user if none specified\\' option. You want to import a compensation-specific user data file (UDF). Which columns are required? There are 2 correct answers

A. MANAGER

B. USERID

C. USERNAME

D. STATUS

Correct Answer: BD

QUESTION 2

Which of the following types of statements are available to use in Success Store for compensation? There are 2 correct answers.

A. Simple personal compensation statement

B. Standard personal variable pay statement

C. Variable pay goal statement

D. Combined personal Compensation and variable pay statement

Correct Answer: AB

QUESTION 3

Your customer\\'s budget for merit is 3% of the employee\\'s annual salary. A full time employee has worked for the company for half of the year. The guidelines for this employee show adjusted values for the 50% work time. Your customer does NOT want to give the manager the full budget for this employee. Only 50% of the employee\\'s calculated budget is to be included in the budget total. How can you accomplish this? Please choose the correct answer.

A. Set 50% for the value in the user data file (UDF) field SALARY_BUDGET_MERIT_PERCENTAGE.

B. Enable prorating in the guidelines in the Admin Tools.

C. Set 50% as the value for the employee in the user data file (UDF) field COMPENSATION_FTE.

D. Enable prorating in the budget calculation in the Admin Tool.

Correct Answer: B

QUESTION 4

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.

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

B. 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.

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

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

Correct Answer: B

QUESTION 5

In Admin Tools, you configure a merit budget based on a percentage of the current salary. In the \\'Based On\\' dropdown option you select \\'User\\'. How would you define the budget percentage? Please choose the correct answer.

A. Import a percentage for each employee in the user data file (UDF).

B. Assign each user to a budget group and then assign group percentages.

C. Use default percentage for all users.

D. Assign a percentage to each user in the Budget Assignment section.

Correct Answer: C

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