



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

SAP Certified Application Associate - SuccessFactors Compensation

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**QUESTION 1**

You configured merit guidelines as shown in the attached screenshot.

SALARY	PAYGRADE	JOBLEVEL	SALARY_PRORATING	DATE_OF_CURRENT_POSITION
\$163,000	16	EXEC	100%	31/7/2013
16,5	5	AA	50%	18/6/2013
19	H2	SA	25%	20/5/2013

If an employee has a rating of 3.05 what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

Please choose the correct answer.

Choose one:

- A. 3% - 5%
- B. 2% - 4%
- C. 0% - 0%
- D. 0% - 10%

Correct Answer: B

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**QUESTION 2**

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

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**QUESTION 3**

What does SAP recommend you do when you copy a compensation plan template for a new cycle?

There are 2 correct answers

Response:

- A. Update salary range tables referenced in the previous compensation cycle.
- B. Recreate relevant rules in the eligibility engine for the new compensation cycle.
- C. Create a new currency conversion table for the new cycle.
- D. Update look-up tables referenced in the previous compensation cycle.

Correct Answer: AB

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**QUESTION 4**

A planner recommends a \$5000 equity award. Using the stock value table as shown in the attached screenshot and a 50/50 value awardsplit between stock and options, how many units of each does the employee receive?

Please choose the correct answer.

Response:

- A. 200 shares of stock and 334 options
- B. 25 shares of stock and 15 options
- C. 125 shares of stock and 125 options
- D. 100 shares of stock and 167 options

Correct Answer: D

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**QUESTION 5**

Which of the field can you use when you set up forced comments in the compensation plan template?

There are 2 correct answers.

Choose:

- A. promotion
- B. lumpSum
- C. bonus
- D. custom



Correct Answer: BC

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### QUESTION 6

You want to display the percentage of employees in each pay grade who are eligible to receive a stock grant.

Which of the following activities must you perform to do this?

Please choose the correct answer.

Response:

- A. Create an eligibility engine rule in the Admin Tools which defines stock eligibility by pay grade.
- B. Create a custom stock field with a formula that calculates stock grant percentages per pay grade.
- C. Upload a stock participation guideline table CSV file in the Admin Tools.
- D. Import the value TRUE in the STOCK\_UNITS\_ELIGIBLE column of the user data file (UDF) for users with eligible pay grades.

Correct Answer: C

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### QUESTION 7

Your customer uses a look-up table to calculate custom budgets as shown in the attached screenshot. The budget is based on an employee's country and status. In the template, the country is defined with the field ID `customCountry` and the

status is defined with the field ID `customStatus`.

You need to create a custom field that contains the look-up value for the promotion budget percent.

What is the correct syntax for the calculated field?

Please choose the correct answer.

Response:

- A. `lookup("2012_Custom_Budget_Pool" \ customCountry, customStatus,3)`
- B. `lookup("2012_Custom_Budget_Pool" \ customCountry, customStatus,1)`
- C. `lookup("2012_Custom_Budget_Pool" \ customCountry, customStatus,promotion)`
- D. `lookup("2012_Custom_Budget_Pool" \ customCountry, customStatus)`

Correct Answer: B

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**QUESTION 8**

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 guidelines for 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 9**

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.

Response:

- A. Ad hoc
- B. Standard YouCalc widget
- C. Rollup
- D. Executive review
- E. Aggregate export

Correct Answer: CDE

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**QUESTION 10**

Your customer has different compensation plan templates for stock and compensation. This customer therefore wants to use one combined compensation statement.

What can you use to achieve this?

Please choose the correct answer.



Choose one:

- A. The interoperability option
- B. Role-based permissions
- C. The Secondary Plan option
- D. The Assign Statement Groups option

Correct Answer: C

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### QUESTION 11

Your customer is setting up a stock factor table based on job level, as shown in the attached screen shot.

Which joblevel is properly configured?

Please choose the correct answer.

Response:

- A. MGR\_3
- B. MGR\_2
- C. MGR\_1
- D. MGR\_4

Correct Answer: D

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### QUESTION 12

Your customer needs to remove a compensation statement from the system for one employee that was NOT eligible for a merit increase.

How can you accomplish this?

Please choose the correct answer.

Choose one:

- A. Make the employee ineligible for a merit increase using the eligibility engine.
- B. Recall the compensation statement for the employee.
- C. Remove the employee from the compensation form and regenerate this statement
- D. Remove the employee from the compensation form and run the 'Update all worksheet\ job.



Correct Answer: B

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### QUESTION 13

Your customer is an international company with a wide variety of salary ranges. The customer wants to use compa ratio to determine merit guidelines.

How could you configure the pay matrix table for this client?

Please choose the correct answer.

Response:

- A. Use four custom attributes.
- B. Annualize all salary ranges.
- C. Add the pay grade as a value in the pay matrix table.
- D. Use functional currency for the salary ranges.

Correct Answer: D

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### QUESTION 14

Which element in the compensation plan template XML controls the lump sum split? Choose one:

- A.
- B.
- C.
- D.

Correct Answer: D

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### QUESTION 15

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.



Response:

- A. Set 50% for the value in the user data file (UDF) field SALARY\_BUDGET\_MERIT\_PERCENTAGE.
- B. Set 50% as the value for the employee in the user data file (UDF) field COMPENSATION\_FTE.
- C. Enable prorating in the guidelines in the Admin Tools.
- D. Enable prorating in the budget calculation in the Admin Tool.

Correct Answer: C

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