



C_THR86_2005^{Q&As}

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

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**QUESTION 1**

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

- A. Set up families and roles in Admin Tools.
- B. Set up minimum and maximum guidelines for the standard promotion field.
- C. Enable the job selector in the compensation template XML
- D. Import the job code and pay grade mapping file.
- E. Populate the JOBTITLE column in the user data file (UDF)

Correct Answer: ACD

QUESTION 2

You create a test User Data File (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies. In the user record of the CEO, what values would you use for the MANAGER and SECOND_MANAGER columns? Please choose the correct answer.

- A. MANGER: NO_MANAGER U SECOND_MANAGER: blank
- B. MANGER: blank SECOND_MANAGER: blank
- C. MANGER: NO_MANAGER V U SECOND MANAGER: NO MANAGER
- D. MANGER: blank SECOND MANAGER: NO MANAGER

Correct Answer: C

QUESTION 3

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 4**

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.

- A. Import Users
- B. Manage Users
- C. Administrative Privileges
- D. Manage Employee Import Privilege

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

Correct Answer: D

QUESTION 6

The following tag in the compensation template XML is incorrect and is causing an error when you try to save the template in provisioning

- A. The CDATA block is incorrectly formed.
- B. Comp-field-label is an invalid tag.
- C. The comp-field-label tag is NOT correctly closed.
- D. Quotation marks are missing from the label content\'

Correct Answer: C

QUESTION 7

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 8

Your customer wants to include confidential information in the planning process. This information should be viewed by the HR team. How can you achieve this? Please choose the correct answer.

- A. Configure a custom field for the confidential data, and set field visibility to `hide` for everyone except HR employees.
- B. Configure a custom field for the confidential data, and set field visibility to `view` for HR employees.
- C. Set the `includeCompliance-\"HR\"` in the compensation plan template XML.
- D. Configure a custom field for the confidential data, and use role-based permissions to make the field visible for HR employees.

Correct Answer: D

QUESTION 9

When must you configure a template to be local currency centric? There are 2 correct answers.

- A. When you want the worksheet to display the budget in the local currency of the planner.
- B. When you want planners to input data in the currency type in which the employee is paid.
- C. When you want to import employee salary in the currency in which the employee is paid.
- D. When you want the system to assign each employee to the correct currency code based on the employee's country.

Correct Answer: BC

QUESTION 10

What are the advantages of the `PercentofMeritTarget` budget mode? Please choose the correct answer.

- A. It is flexible since it is NOT based on users' imported salaries.
- B. It is dynamic since budgets recalculate when new targets are loaded.



- C. It is easy to configure since it is based on employee performance and benchmarks.
- D. It is client-specific and uses custom calculations if needed.

Correct Answer: A

QUESTION 11

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 12

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

QUESTION 13

You test and troubleshoot compensation statements for your customer. Where can you download all statements generated for the compensation template in a single PDF file? Please choose the correct answer.

- A. From the Export option in the executive review.
- B. From the Select Statement Templates utility under Complete Compensation Cycle
- C. From the Bulk Print option in the compensation worksheet
- D. From the Manage Statement Templates utility under Action for All Plans

Correct Answer: C



QUESTION 14

You want to configure a compensation plan template for your customer. Where can you find the initial compensation plan template? There are 2 correct answers.

- A. In the SAP Help Portal
- B. In the SuccessStore
- C. In your sales demo instance
- D. In the customer's auto-provisioned instance

Correct Answer: CD

QUESTION 15

You want an administrator that is excluded from the route map to make compensation recommendations.

What feature allows this?

Please choose the correct answer.

- A. Compensation profile
- B. Executive review
- C. New compensation worksheet
- D. Ad hoc reporting

Correct Answer: B

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