

C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

When must you configure a template to be local currency centric?

There are 2 correct answers.

Choose:

- A. When you want the worksheet to display the budget in the local currency of the planner.
- B. When you want to import employee salary in the currency in which the employee is paid.
- C. When you want planners to input data in the currency type 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: AB

QUESTION 2

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.

Choose one:

- A. Assign a percentage to each user in the Budget Assignment section.
- B. Import a percentage for each employee in the user data file (UDF).
- C. Use default percentage for all users.
- D. Assign each user to a budget group and then assign group percentages.

Correct Answer: C

QUESTION 3

Your customer gives planners total discretion within their budget for merit planning and does NOT use guidelines. Your customer also prorates final payouts according to how many months the employee has been with the company.

How can you accomplish this?

Please choose the correct answer.

Response:

- A. Set the includeRaiseProrating option to "true" in the template XML and use imported proration.
- B. Set the includeSalaryProrating option to "true" in the template XML and use imported proration.
- C. Use the Admin Tools to configure raise proration for date-based proration.
- D. Use the Admin Tools to configure salary proration for imported proration.

Correct Answer: B

QUESTION 4

Which compensation function requires the job code and pay grade mapping table?

Please choose the correct answer.

Response:

- A. Cascading Budget
- B. Job Selector
- C. Compensation History
- D. Calculating Compa-Ratio

Correct Answer: B

QUESTION 5

You set up a merit guideline rule based on the performance rating. You import guideline formulas as shown in the attached screenshot.

According to the imported formulas, what is the minimum merit guideline if an employee's performance rating is 4?

Please choose the correct answer.

Choose one:

- A. 0%
- B. 4%
- C. 2%
- D. 1%

Correct Answer: C

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