

C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

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

QUESTION 2

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.

Response:

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

Correct Answer: B

QUESTION 3

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

QUESTION 4

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.

Response:

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

Correct Answer: A

QUESTION 5

Your customer notices incorrect data in the standard Current Salary column on a launched compensation worksheet.

What must the customer do to correct the salary data on the worksheet?

Please choose the correct answer.

Choose one:

- A. Import the correct data for Current Salary through Executive Review offline edits.
- B. Import the correct data in the SALARY and COMPENSATION_SAL_RATE_UNITS columns of the user data file (UDF).
- C. Enter the correct Current Salary data directly on the worksheet using Executive Review.
- D. Select `No` for the `Read-only` option of the Current Salary column in the Column Designer and enter the correct data on the worksheet.

Correct Answer: B

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