# C_THR86_1502 Q&As

SAP Certified Application Associate - SuccessFactors Compensation

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**QUESTION 1**

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 youaccomplish 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

**QUESTION 2**

When setting up rating sources in a compensation plan template, which of the following rating types can you select?

There are 2 correct answers.

Response:

A. overallCompetency

B. overallPerformancePotential

C. overall360

D. overallPerformance

Correct Answer: AD

**QUESTION 3**

You have created a route map and have entered information for all options in each step. You have also configured To Dos for the Home Page.

Which field appears in the planner\'s To Do List on the Home Page when the worksheet is in their inbox?

Please choose the correct answer.

Response:

A. Step Introduction andMouseover Text

B. Step Description

C. Step ID

D. Step Name

Correct Answer: D

**QUESTION 4**

Which permission can you use to restrict certain groups from seeing the budget allocation in the worksheet?

Please choose the correct answer.

Choose one:

A. Budget override permission

B. Field-based permission

C. Executive review permission

D. Budget assignment permission

Correct Answer: B

**QUESTION 5**

Which compensation function requires thejob 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

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