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 to export user compensation data from your customer\'s SuccessFactors system. Which option in the Employee Data Export tool prevents any user compensation data from being downloaded? Please choose the correct answer.

A. Include imported field-level eligibility fields with system default import keys

B. Export as a batch process

C. Short format: only system fields

D. Valid users only

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.

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 3

When should you configure a compensation template using the second manager hierarchy? Please choose the correct answer

A. Your customer wants to include inactive employees on the compensation worksheet

B. Your customer wants someone other than the standard manager to make compensation ^ recommendations

C. Your customer has more than three manager approval levels in their route map

D. Your customer wants both the standard manager and the matrix manager to approve compensation

Correct Answer: B

QUESTION 4

Which of the following types of statements are available to use in Success Store for compensation? There are 2 correct

answers.

A. Simple personal compensation statement

B. Standard personal variable pay statement

C. Variable pay goal statement

D. Combined personal Compensation and variable pay statement

Correct Answer: AB

QUESTION 5

You configured merit guidelines as shown in the attached screenshot. 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

A. 0% -10%

B. 3% - 5%

C. 2% - 4%

D. 0% - o%

Correct Answer: C