

# C\_THR86\_2005<sup>Q&As</sup>

C\_THR86\_2005 : SAP Certified Application Associate - SAP SuccessFactors Compensation H1/2020

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**QUESTION 1**

When would you run the Update All Worksheets function? There are 3 correct answers.

- A. When an administration change the layout of the compensation plan template.
- B. When an administration manually moves an employee to a new worksheet.
- C. When a new hire or termination occurs.
- D. When an administration changes the data in a look-up table.
- E. When a manager makes a change to a performance rating on a performance form.

Correct Answer: CDE

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**QUESTION 2**

Which compensation function requires the job code and pay grade mapping table? Please choose the correct answer.

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

Correct Answer: D

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**QUESTION 3**

Where can you assign route maps to compensation plan templates? Please choose the correct answer.

- A. Under Admin Tool -> Manage Route maps
- B. Under Provisioning -> Form Template Administration
- C. Under Admin Tool -> Plan Setup -> Settings
- D. Under Provisioning -> Company Setting

Correct Answer: C

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**QUESTION 4**

Review the final figure for each component of the compensation plan for your group. For more information about the approval process, please refer to the process document. Please choose the correct answer.

- A. The user does NOT have the compensation rollup permission in role-based permissions.
- B. The Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the advanced settings.
- C. The option is NOT set in the compensation plan template XML.
- D. The Enable Rollup Reports option is NOT selected in the advanced settings.

Correct Answer: C

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## QUESTION 5

An employee's planner has changed and you need to assign the employee to a different compensation form. When importing the User Data File (UDF). Which option must you select to reflect this change? Please choose the correct answer.

- A. Add new member to compensation form.
- B. Automatic inbox document transfer to new manager.
- C. Automatic En Route document transfer to new manager.
- D. Move user's compensation data from old manager to current manager.

Correct Answer: D

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