

# 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**

Which compensation permissions are typically enabled for human resource business partners? There are 3 correct answers.

- A. Compensation Management
- B. Manage Plan Template
- C. Executive Review Read
- D. Run Ad Hoc Reports
- E. Change User Information

Correct Answer: ACD

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**QUESTION 2**

You customer uses a multi-currency compensation plan template. Where can they update the exchange rate for US Dollars (USD) to Euros (EUR) using the Admin Tools? Please choose the correct answer.

- A. Compensation Home -> Actions for all Plans
- B. Compensation Home -> Plan Setup -> Setting -> Currency settings
- C. Compensation Home -> Plan Setup -> Plan Details
- D. Compensation Home -> Manage worksheets

Correct Answer: A

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**QUESTION 3**

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 4**

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

- A. Your customer wants someone other than the standard manager to make compensation ^ recommendations.
- B. Your customer has more than three manager approval levels in their route map.
- C. Your customer wants to include inactive employees on the compensation worksheet.
- D. Your customer wants both the standard manager and the matrix manager to approve compensation.

Correct Answer: A

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## QUESTION 5

Which of the field can you use when you set up forced comments in the compensation plan template? There are 2 correct answers.

- A. lumpSum
- B. custom
- C. bonus
- D. promotion

Correct Answer: AC

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