

C_THR86_2005^{Q&As}

C_THR86_2005 : SAP Certified Application Associate - SAP SuccessFactors Compensation H1/2020

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QUESTION 1

You set the Reportable option of a custom field to true in the Column Designer. In which reports does this field appear?

There are 3 correct answers.

- A. Standard YouCalc widget
- B. Executive review
- C. Ad hoc
- D. Aggregate export
- E. Rollup

Correct Answer: ACD

QUESTION 2

Your customer wants to change the background of the compa-ratio percent display. Which tag in the compensation plan template XML can you use? Please choose the correct answer.

- A. showColorBar
- B. backgroundColor
- C. comp-benchmark-color
- D. comp-guideline-pattern

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 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

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

QUESTION 5

Your client notices that data on compensation worksheets is incorrect. The attached screenshot shows the user data file (UDF) that was uploaded. Which columns cause this problem? There are 3 correct answers to this question.

- A. JOBLEVEL
- B. SALARY
- C. DATE_OF_CURRENT_POSITION
- D. PAYGRADE
- E. SALARY_PRO RATING

Correct Answer: BCE

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