C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

Your customer wants the guidelines for an employee\\'s merit recommendation to be prorated based on the employee\\'s date of last hire. The date of last hire is different than the employee\\'s original hire date.

How can you fulfill this requirement? Please choose the correct answer.

Response:

A. Use raise proration and import the employee\\'s last hire date in the RAISE_PRORATING_START_DATE column of the userdata file (UDF).

B. Use salary proration and set the review start date equal to the employee\\'s last hire date.

C. Use raise proration and import a proration factor in the RAISE_PRORATING column of the user data file (UDF).

D. Use salary proration and import the employee\\'s last hire date in the SALARY_PRORATING_START_DATE column of the user data file (UDF).

Correct Answer: D

QUESTION 2

Which information is included in the rollup report?

Please choose the correct answer.

Response:

A. The total number of employees that received a promotion summarized by job level.

B. The sum of budget and total spend for each planner in the hierarchy

C. The sum of budget and total spend for each division, department, or location

D. The average bonus payout amount for each location

Correct Answer: B

QUESTION 3

Your customer has customized two compensation statements from the SuccessStore. One statement is used for employees in the Manufacturing department and the other is used for all other employees.

How do you make sure that the Manufacturing employees receive the proper statement?

Please choose the correct answer.

Response:

A. Set default permissions for the statement template under Action for All Plans.

B. Make the Manufacturing statement template the default template.

C. Use role-based permissions in Admin Tools

D. Assign statement groups under Complete Compensation Cycle.

Correct Answer: D

QUESTION 4

Which rating source combinations can you use to configure a compensation plan template?

There are 2 correct answers.

Response:

A. A rating from a Performance Management (PM) formAComp Rating from the compensation worksheet for employees who do NOT have a PM form.

B. A rating from a Performance Management (PM) form.A rating from a different PM form depending on which PM form was assigned to an employee.

C. A rating from a Performance Management (PM) form.An imported rating from the user data file for employees who do NOT have a PM form

D. A rating from a 360 formA Comp Rating from the compensation worksheet for employees who do NOT have a 360 form.

Correct Answer: AC

QUESTION 5

You want managers to promote employees in the compensation profile.

Which of the following steps must you perform to configure this?

There are 3 correct answers

Choose:

A. Import the job code and pay grade mapping file.

B. Enable the job selector in the compensation template XML

C. Set up minimum and maximum guidelinesfor the standard promotion field.

D. Set up families and roles in Admin Tools.

E. Populate the JOBTITLE column in the user data file (UDF)

Correct Answer: ABD

QUESTION 6

You want to display the percentage of employees in each pay grade who are eligible to receive a stock grant.

Which of the following activities must you perform to do this?

Please choose the correct answer.

Response:

A. Create an eligibility engine rule in the Admin Tools which defines stock eligibility by pay grade.

B. Create a custom stock field with a formula thatcalculates stock grant percentages per pay grade.

C. Upload a stock participation guideline table CSV file in the Admin Tools.

D. Import the value TRUE in the STOCK_UNITS_ELIGIBLE column of the user data file (UDF) for users with eligible pay grades.

Correct Answer: C

QUESTION 7

In Admin Tools, you load a pay matrix table as shown in the attached screenshot. You map attribute 1 to business unit and attribute 2 department. On the compensation worksheet, an employee is in the Operations department, the ABC

business unit, and pay grade 3. The employee\\'s current range penetration is calculated as exactly 100%.

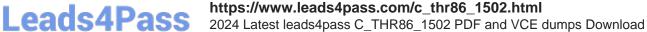What is the employee\\'s current annual salary?

Please choose the correct answer.

Choose one:

A. 66000

B. 72000

C. 90000

D. 85000

Correct Answer: B

QUESTION 8

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 9

According to SuccessFactors\\' best practice, what must you includewhen you set up a compensation route map?

Please choose the correct answer.

Choose one:

A. A signature step as the final step before completion

B. The Get Feedback button in the HR approval step

C. A staging step as the last modify step

D. At least fivesteps of manager review and approval

Correct Answer: C

QUESTION 10

Which of the following options reflects a best practice for configuring compensation plan guidelines?

Please choose the correct answer.

Response:

A. Allow planners to enter negative salary adjustment recommendations.

B. Make sure the Enable Guideline Optimization checkbox is selected if your customer has less than 1,000 guidelines.

C. Always arrange guideline formulas in order by performance rating and compratio.

D. Add a formula without any criteria at the bottom of the guideline list to act as a default.

Correct Answer: D

QUESTION 11

When must you configure a template to be local currency centric?

There are 2 correct answers.

Choose:

A. When you want the worksheet to display thebudget in the local currency of the planner.

B. When you want to import employee salary in the currency in which the employee is paid.

C. When you want planners to input data in the currency type in which the employee is paid.

D. When you want the system to assign each employee to the correct currency code based on the employee\\'s country.

Correct Answer: AB

QUESTION 12

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 13

Your customer has a compensation plan template with the functional currency EUR. The manager\\'s own currency is USD. The manager\\'s compensation worksheet contains employees who are paidin the following currencies: EUR, USD,

CHF and GBP.

Which view must you enable to make sure the manager can display the salary of all of their employees in USD?

Please choose the correct answer.

Choose one:

A. The includePlannerCurrency view

B. The includeLocalCurrency view

C. The includeAnyCurrency view

D. The includeFunctionalCurrency view

Correct Answer: B

QUESTION 14

Which of the following can a user do to export all of the compensation data from SuccessFactors to another system?

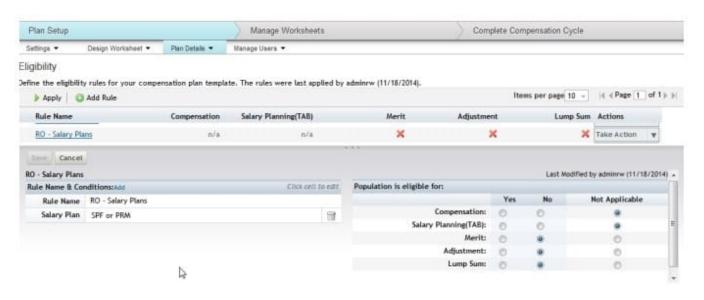Thereare 2 correct answers to this question.

Response:

A. Select the Aggregate Export option from Compensation Home.

B. Select the Enable Roll-up Reports option in Advanced Settings.

C. Create a Compensation Planning ad hoc report.

D. Export the user data file (UDF) to send as a report.

Correct Answer: AC

QUESTION 15

You have defined the eligibility rules as shown in the attached screenshot. Budgeting is done as a percent of the current salary. What can you see on the compensation form for an employee in Salary Plan PRM?

Please choose the correct answer. Response:

A. The employee appears on the form, is NOT included in the total budget basis and CANNOT receive an award amountin merit, adjustment or lump sum.

B. The employee does NOT appear on the form and their salary is NOT included in the total budget basis.

C. The employee appears on the form and is included in the total budget basis but CANNOT receive an award amount in merit, adjustment or lump sum.

D. The employee does NOT appear on the form but their salary is included in the total budget basis.

Correct Answer: C

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