

C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

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 2

In the user data file (UDF), what can you populate in the column COMPENSATION_SALARY_RATE_UNITS?

Please choose the correct answer.

Choose one:

- A. MONTHLY
- B. 12
- C. \$6,500
- D. 8.3%

Correct Answer: B

QUESTION 3

What must you do before generating compensation statements?

Please choose the correct answer.

Response:

- A. Grant all managers permission to launch statements.
- B. Recall compensation statements from the previous year.
- C. Send worksheets to the completed step in the route map.

D. Publish the final compensation data to the employee profile.

Correct Answer: C

QUESTION 4

Where must you update the instructions that appear at the top of a compensation worksheet?

Please choose the correct answer.

Choose one:

- A. Under Provisioning ->Succession Data Mode
- B. Under Provisioning -> Company Setting
- C. Under Admin Tool -> Plan Setup -> Design Worksheet
- D. Under Admin Tool -> Plan Setup -> Settings

Correct Answer: C

QUESTION 5

On the compensation worksheet, which of the following actions can you assign to planners with field-based permissions?

There are 2 correct answers.

Choose:

- A. Edit columns
- B. Delete columns
- C. Add columns
- D. View columns

Correct Answer: BC

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