C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

Which compensation permissions are typically enabled for human resource business partners?

There are 3correct answers. Choose:

A. Manage Plan Template

B. Executive Review Read

C. Change User Information

D. Compensation Management

E. Run Ad Hoc Reports

Correct Answer: BDE

QUESTION 2

What is the definition of a role in role-based permissions?

Please choose the correct answer.

Response:

A. A target population that a user can be granted access to.

B. A set of privileges that controls user access rights.

C. A group of users who can be granted access to atarget population.

D. A group of users who share specific attributes.

Correct Answer: B

QUESTION 3

Your customer gives planners total discretion within their budget for merit planning and does NOT use guidelines. Your customer also prorates final payouts according to how many months the employee has been with the company.

How can you accomplish this?

Please choose the correct answer.

Response:

A. Set the includeRaiseProrating option to "true" in the template XML and use imported proration.

B. Set the includeSalaryProrating option to "true"in the template XML and use imported proration.

C. Use the Admin Tools to configure raise proration for date-based proration.

D. Use the Admin Tools to configure salary proration for imported proration.

Correct Answer: B

QUESTION 4

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 5

Your customer is setting up a stock factor table based on job level, as shown in the attached screen shot.

Which joblevel is properly configured?

Please choose the correct answer.

Response:

A. MGR_3

B. MGR_2

C. MGR_1

D. MGR_4

Correct Answer: D

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