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

Your customer has different compensation plan templates for stock and compensation. This customer therefore wants to use one combined compensation statement.

What can you use to achieve this?

Please choose thecorrect answer.

Choose one:

A. The interoperability option

B. Role-based permissions

C. The Secondary Plan option

D. The Assign Statement Groups option

Correct Answer: C

QUESTION 3

Your customer needs a budget that calculates a percentage of imported values for each employee on the compensation worksheet.

Which Based On option can you use tofulfill this requirement?

Please choose the correct answer.

Choose one:

A. User

B. Template

C. Group

D. Import

Correct Answer: A

QUESTION 4

What must you do before importing a currency conversion table into Admin Tools?

Please choose the correct answer.

Choose one:

A. Remove column headers and commas from the file.

B. Ensure all rates have fewer than three decimal places.

C. Save the table in the most recent version of Microsoft Excel.

D. Include currency rates for both directions of every currency pair

Correct Answer: D

QUESTION 5

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