

SAP

Exam C_THR86_1502

**SAP Certified Application Associate - SuccessFactors
Compensation**

Version: 7.0

[Total Questions: 80]

Question No : 1

Which compensation function requires the job code and pay grade mapping table?

Please choose the correct answer.

Response:

- A. Cascading Budget
- B. Job Selector
- C. Compensation History
- D. Calculating Compa-Ratio

Answer: B

Question No : 2

You use date-based proration and you do NOT include dates in the user data file (UDF) for an employee. What dates does the system use to calculate the proration percent?

Please choose the correct answer.

Response:

- A. The start date and end date of the compensation worksheet.
- B. January 1 to December 31 of the current year.
- C. The review start date and review end date configured in the compensation template.
- D. The start date and end date of the customer's fiscal year.

Answer: D

Question No : 3

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%

Answer: B

Question No : 4

Each employee has a custom number code assigned to them, However, your customer wants to display the name instead of the code on the worksheet. If the code is NOT in the table, the customer wants blanks to be displayed. What would you define as the last row in your lookup table?

Please choose the correct answer.

Response:

- A. A blank in the input agreement with blanks as the output.
- B. N/A as the input agreement with blanks as the output.
- C. An asterisk (*) in the input agreement with blanks as the output.
- D. FALSE as the input agreement with blanks as the output.

Answer: C

Question No : 5

You customer uses a multi-currency compensation plan template. Where can they update the exchange rate for US Dollars (USD) to Euros (EUR) using the Admin Tools?

Please choose the correct answer.

Choose one:

- A. Compensation Home -> Plan Setup -> Plan Details
- B. Compensation Home -> Plan Setup -> Setting -> Currency settings

- C. Compensation Home -> Manageworksheets
- D. Compensation Home -> Actions for all Plans

Answer: D

Question No : 6

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 guidelines for the standard promotion field.
- D. Set up families and roles in Admin Tools.
- E. Populate the JOBTITLE column in the user data file (UDF)

Answer: A,B,D

Question No : 7

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.

Choose one:

- A. The <comp-include-report> option is NOT set in the compensation plan template XML.
- B. The Enable Rollup Reports option is NOT selected in the advanced settings.
- C. The user does NOT have the compensation rollup permission in role-based permissions.
- D. The Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the advanced settings.

Answer: A

Question No : 8

Which element in the compensation plan template XML controls the lump sum split?

Choose one:

- A. <comp-rule>
- B. <comp-calculation>
- C. <comp-budget-rule>
- D. <comp-salary-rule>

Answer: D

Question No : 9

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 the correct answer.

Choose one:

- A. The interoperability option
- B. Role-based permissions
- C. The Secondary Plan option
- D. The Assign Statement Groups option

Answer: C

Question No : 10

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).

Answer: D

Question No : 11

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

Answer: B

Question No : 12

You configure the following salary rule in the compensation plan template XML.

```
<comp-salary-rule useFor="merit" benchmark="range-penetration"  
actionOnExceed="disallow"><comp-salary-rule-threshold>100.0</comp-salary-rule-  
threshold><message-on-exceed><![CDATA[
```

You have exceeded the maximum of the salary range.

```
]]></message-on-exceed></comp-salary-rule>
```

On the compensation worksheet, a planner enters a merit increase, which puts the employee's final salary over the maximum for the salary range. How does the system behave?

Response:

- A.** The rule prevents the planner from saving the merit increase. The planner must go back and change their merit recommendation.
- B.** A popup message asks the planner if the exceeded amount should be assigned to lump sum. The planner can save the merit recommendation by selecting "Cancel" in the pop-up message.
- C.** The rule alerts the planner that the range penetration threshold has been exceeded and the merit field text turns red. The planner saves the merit recommendation.
- D.** A popup message asks the planner if the exceeded amount should be assigned to lump sum. The planner cannot save the merit increase by selecting "Cancel" in the pop-up message.

Answer: A

Question No : 13

What is the correct format for the compensation aggregate report?

Please choose the correct answer.

Response:

- A.** v4e
- B.** xml
- C.** xls