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C_THR86_2005 Exam

SAP Certified Application Associate - SAP SuccessFactors Compensation H1/2020 Exam

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DEMO VERSION (LIMITED CONTENT)

Questions & Answers

Version: 6.0

Question: 1

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.

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

Answer: C

Question: 2

You have created a route map and have entered information for all options in each step. You have also configured To Dos for the Home Page.
Which field appears in the planner's To Do List on the Home Page when the worksheet is in their inbox? Please choose the correct answer.

A. Step Name
B. Step ID
C. Step Introduction & Mouseover Text
D. Step Description

Answer: A

Question: 3

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 paid in the following currencies: EUR, USD, CHF and GBRWhich 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.

A. The includeFunctionalCurrency view
B. The includePlannerCurrency view
C. The includeAnyCurrency view
D. The includeLocalCurrency view

Answer: B

Question: 4

In Admin Tools, you configure a merit budget based on a percentage of the current salary. In the 'Based On' dropdown option you select 'User'. How would you define the budget percentage? Please choose the correct answer.

A. Import a percentage for each employee in the user data file (UDF).
B. Assign each user to a budget group and then assign group percentages.
C. Use default percentage for all users.
D. Assign a percentage to each user in the Budget Assignment section.

Answer: C

Question: 5

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.



A. The employee does NOT appear on the form but their salary is included in the total budget basis.
B. 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.
C. The employee does NOT appear on the form and their salary is NOT included in the total budget basis.
D. The employee appears on the form, is NOT included in the total budget basis and CANNOT receive an award amount in merit, adjustment or lump sum.

Answer: B

Question: 6

What must you do before importing a currency conversion table into Admin Tools? Please choose the correct answer.

A. Remove column headers and commas from the file.
B. Save the table in the most recent version of Microsoft Excel.
C. Include currency rates for both directions of every currency pair
D. Ensure all rates have fewer than three decimal places.

Answer: A

Question: 7

Your customer has part time employees. What do you configure in the system to have it calculate the compa-ratio, range penetration, current salary and adjusted salary ranges? Please choose the correct answer.

A. Set SALARY_PRORATING in the user data file (UDF) to the percent that the employees work full time.
B. Add the standard FTE field to the compensation plan template.
C. Set COMPENSATION_SAL_RATE_TYPE in the user data file (UDF) to FULL_TIME or PART_TIME.
D. Set the XML tag "isActualSalaryImported" to TRUE in the compensation plan template.

Answer: B

Question: 8

Your customer wants to round up all dollar figures in the compensation form to the nearest hundred dollars. What XML code do you need to include in the template to accomplish this? Please choose the correct answer.

A. <comp-number-format-ext id="defMoneyFormat" mode-'truncate" useFor-'money">
B. <comp-number-format-ext id="defMoneyFormat" mode-'truncate" useFor-'money">
C. <comp-number-format-ext id="defMoneyFormat" mode-'truncate" useFor="money">
D. <comp-number-format-ext id="defMoneyFormat" mode="round" useFor="money">

Answer: C

Question: 9

What does SAP recommend you do when you copy a compensation plan template for a new cycle? There are 2 correct answers

A. Create a new currency conversion table for the new cycle.
B. Update look-up tables referenced in the previous compensation cycle.
C. Update salary range tables referenced in the previous compensation cycle.
D. Recreate relevant rules in the eligibility engine for the new compensation cycle.

Answer: A, D

Question: 10

You want an administrator that is excluded from the route map to make compensation recommendations. What feature allows this?
Please choose the correct answer.

A. Compensation profile
B. Executive review
C. New compensation worksheet
D. Ad hoc reporting

Answer: B

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