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Q&A

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Exam : C_THR86_1502

**Title : SAP Certified Application
Associate - SuccessFactors
Compensation**

Version : DEMO

1. 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

Answer: B,C

2. You test and troubleshoot compensation statements for your customer. Where can you download all statements generated for the compensation template in a single PDF file?

Please choose the correct answer.

Response:

- A. From the Manage Statement Templates utility under Action for All Plans
- B. From the Bulk Print option in the compensation worksheet
- C. From the Select Statement Templates utility under Complete Compensation Cycle
- D. From the Export option in the executive review.

Answer: B

3. Your client wants a graphical representation of performance distribution data in the Metrics section of a compensation worksheet. How can you achieve this?

There are 3 correct answers.

Response:

- A. Upload the standard compensation salary widget epix file in the Admin Tools.
- B. Use the standard pivot query reporting for compensation.
- C. Add the SuccessStore standard compensation salary widget in the Admin Tools.
- D. Select the 'Enable YouCalc widget on compensation form' option in Provisioning.
- E. Add the <como-youcalc-application> tag to the compensation plan template XML.

Answer: A,D,E

4. You configured merit guidelines as shown in the attached screenshot.

SALARY	PAYGRADE	JOBLEVEL	SALARY_PRORATING	DATE_OF_CURRENT_POSITION
\$163,000	16	EXEC	100%	31/7/2013
16,5	5	AA	50%	18/6/2013
19 H2		SA	25%	20/5/2013

If an employee has a rating of 3.05 what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

Please choose the correct answer.

Choose one:

- A. 3% - 5%
- B. 2% - 4%
- C. 0% - 0%
- D. 0% - 10%

Answer: B

5. Your customer's budget for merit is 3% of the employee's annual salary. A full time employee has worked for the company for half of the year. The guidelines for this employee show adjusted values for the 50% work time.

Your customer does NOT want to give the manager the full budget for this employee. Only 50% of the employee's calculated budget is to be included in the budget total. How can you accomplish this?

Please choose the correct answer.

Response:

- A. Set 50% for the value in the user data file (UDF) field SALARY_BUDGET_MERIT_PERCENTAGE.
- B. Set 50% as the value for the employee in the user data file (UDF) field COMPENSATION_FTE.
- C. Enable prorating in the guidelines in the Admin Tools.
- D. Enable prorating in the budget calculation in the Admin Tool.

Answer: C