

C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

When setting up rating sources in a compensation plan template, which of the following rating types can you select?

There are 2 correct answers.

Response:

- A. overallCompetency
- B. overallPerformancePotential
- C. overall360
- D. overallPerformance

Correct Answer: AD

QUESTION 2

Where can you assign route maps to compensation plan templates?

Please choose the correct answer.

Response:

- A. Under Provisioning -> Form Template Administration
- B. Under Admin Tool ->Plan Setup -> Settings
- C. Under Admin Tool -> Manage Route maps
- D. Under Provisioning -> Company Setting

Correct Answer: B

QUESTION 3

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

Correct Answer: B

QUESTION 4

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

Correct Answer: B

QUESTION 5

You want an administrator that is excluded from the route map to make compensation recommendations.

What feature allows this?

Please choose the correct answer.

Response:

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

Correct Answer: C
