

C_THR86_1502^{Q&As}

SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

What does SAP recommend you do when you copy a compensation plan template for a new cycle?

There are 2 correct answers

Response:

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

Correct Answer: AB

QUESTION 2

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.

Correct Answer: C

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

Your customer wants only users in Job Level A to be eligible for a one-time disbursement that does NOT contribute toward final salary.

What can you do to fulfill this requirement?

There are 2 correct answers

Response:

- A. Import the value TRUE in the LUMPSUM_ELIGIBLE column of the user data file (UDF) for all Job Level A users.
- B. Create an eligibility engine rule in the Admin Tools that restricts Job Level A users eligible for Lump Sum.
- C. Import the value FALSE in the LUMPSUM2_ELIGIBLE column of the user data file (UDF) for all users EXCEPT Job Level A user.
- D. Create an eligibility engine rule in the Admin Tools that restricts non-Job Level A users from receiving Lump Sum 2.

Correct Answer: AB

QUESTION 5

When would you run the Update All Worksheets function?

There are 3 correct answers.

Response:

- A. When an administration change the layout of the compensation plan template.
- B. When an administration changes the data in a look-up table.
- C. When a new hire or termination occurs.
- D. When a manager makes a change to a performance rating on a performance form.
- E. When an administration manually moves an employee to a new worksheet.

Correct Answer: BCD

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