

# C\_THR86\_1502<sup>Q&As</sup>

SAP Certified Application Associate - SuccessFactors Compensation

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### QUESTION 1

Your customer is an international company with a wide variety of salary ranges. The customer wants to use compa ratio to determine merit guidelines.

How could you configure the pay matrix table for this client?

Please choose the correct answer.

Response:

- A. Use four custom attributes.
- B. Annualize all salary ranges.
- C. Add the pay grade as a value in the pay matrix table.
- D. Use functional currency for the salary ranges.

Correct Answer: D

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### QUESTION 2

Which permission can you use to restrict certain groups from seeing the budget allocation in the worksheet?

Please choose the correct answer.

Choose one:

- A. Budget override permission
- B. Field-based permission
- C. Executive review permission
- D. Budget assignment permission

Correct Answer: B

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### QUESTION 3

Your 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

Correct Answer: D

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#### QUESTION 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.

Correct Answer: C

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#### QUESTION 5

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

Correct Answer: C

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