C_THR86_2005^{Q&As}

C_THR86_2005 : SAP Certified Application Associate - SAP SuccessFactors Compensation H1/2020

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QUESTION 1

Your client notices that data on compensation worksheets is incorrect. The attached screenshot shows the user data file (UDF) that was uploaded. Which columns cause this problem? There are 3 correct answers to this question.

A. JOBLEVEL

B. SALARY

C. DATE_OF_CURRENT_POSITION

D. PAYGRADE

E. SALARY_PRO RATING

Correct Answer: BCE

QUESTION 2

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.

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. FALSE as the input agreement with blanks as the output.

D. An asterisk (*) in the input agreement with blanks as the output.

Correct Answer: D

QUESTION 3

According to SuccessFactors\\' best practice, what must you include when you set up a compensation route map? Please choose the correct answer.

A. A staging step as the last modify step

B. At least five steps of manager review and approval

C. A signature step as the final step before completion

D. The Get Feedback button in the HR approval step

Correct Answer: A

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QUESTION 4

Your customer needs to remove a compensation statement from the system for one employee that was NOT eligible for a merit increase. How can you accomplish this? Please choose the correct answer.

A. Recall the compensation statement for the employee.

B. Remove the employee from the compensation form and regenerate thse statement

C. Make the employee ineligible for a merit increase using the eligibility engine.

D. Remove the employee from the compensation form and run the \\'Update all worksheet\\' job.

Correct Answer: A

QUESTION 5

You want to prevent planners from entering a negative merit increase in the compensation worksheet. Which configuration steps must you perform? Please choose the correct answer.

A. Enable a hard limit stop for the minimum merit guideline in Admin Tools. Set the minimum value to 0 for all ^ guideline formulas.

B. Create a guideline rule with the High/Low Action option set to Allow in Admin Tools. ^ Define each guideline formula with default value of 0

C. Create a guideline rule with the Force Default On Rating Change option set to Yes in Admin Tools. Delete ^ the in the form template XML.

D. Select the Enable Guideline Optimization setting in Admin Tools. Delete the in ^ the form template XML.

Correct Answer: A

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