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

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QUESTION 1

In the user data file (UDF), what can you populate in the column COMPENSATION_SALARY_RATE_UNITS? Please choose the correct answer.

A. 8.3%

B. MONTHLY

C. $6,500

D. 012

Correct Answer: D

QUESTION 2

Review the final figure for each component of the compensation plan for your group. For more information about the approval process, please refer to the process document. Please choose the correct answer.

A. The Enable Rollup Reports option is NOT selected in the advanced settings.

B. The Use Form Creation Hierarchy for Compensation Rollup Rep ort option is NOT selected in the ^ advanced settings.

C. The user does NOT have the compensation rollup permission in role-based permissions.

D. The option is NOT set in the compensation plan template XML.

Correct Answer: D

QUESTION 3

Which information is included in the rollup report? Please choose the correct answer.

A. The sum of budget and total spend for each division, department, or location

B. The average bonus payout amount for each location

C. The total number of employees that received a promotion summarized by job level.

D. The sum of budget and total spend for each planner in the hierarchy

Correct Answer: D

QUESTION 4

Your customer requires the stock budget allocation for each employee to be visible on the compensation worksheet. How can you achieve this? Please choose the correct answer

A. Add a new budget calculation based on "User" and use "STOCK_BUDGET_STOCK_AMOUNT" as the import key.

B. Create a custom field and pull data from the "STOCK_BUDGET_STOCK_AMOUNT" column of the user U data file (UDF)

C. Create a custom field and use the Direct Amount budget mode for stocks.

D. Add a guideline field in the design worksheet labeled as "Stock Budget Allocation".

Correct Answer: A

QUESTION 5

You configured merit guidelines as shown in the attached screenshot. 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

A. 0% -10%

B. 3% - 5%

C. 2% - 4%

D. 0% - o%

Correct Answer: C

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