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

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QUESTION 1

Which compensation function requires the job code and pay grade mapping table? Please choose the correct answer.

A. Compensation History

B. Calculating Compa-Ratio

C. Cascading Budget

D. Job Selector

Correct Answer: D

QUESTION 2

You want managers to promote employees in the compensation profile. Which of the following steps must you perform to configure this? There are 3 correct answers

A. Set up families and roles in Admin Tools.

B. Set up minimum and maximum guidelines for the standard promotion field.

C. Enable the job selector in the compensation template XML

D. Import the job code and pay grade mapping file.

E. Populate the JOBTITLE column in the user data file (UDF)

Correct Answer: ACD

QUESTION 3

You set the Reportable option of a custom field to true in the Column Designer. In which reports does this

field appear?

There are 3 correct answers.

A. Standard YouCalc widget

B. Executive review

C. Ad hoc

D. Aggregate export

E. Rollup

Correct Answer: ACD

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QUESTION 4

What must you do before generating compensation statements? Please choose the correct answer.

A. Recall compensation statements from the previous year.

B. Publish the final compensation data to the employee profile.

C. Grant all managers permission to launch statements.

D. Send worksheets to the completed step in the route map.

Correct Answer: D

QUESTION 5

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

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