

# C\_THR86\_2005<sup>Q&As</sup>

C\_THR86\_2005 : SAP Certified Application Associate - SAP SuccessFactors Compensation H1/2020

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**QUESTION 1**

An employee's planner has changed and you need to assign the employee to a different compensation form. When importing the User Data File (UDF). Which option must you select to reflect this change? Please choose the correct answer.

- A. Add new member to compensation form.
- B. Automatic inbox document transfer to new manager.
- C. Automatic En Route document transfer to new manager.
- D. Move user's compensation data from old manager to current manager.

Correct Answer: D

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**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

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**QUESTION 3**

Which operators can you create formulas? There are 3 correct answers.

- A. \*
- B. #
- C.

Correct Answer: A

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**QUESTION 4**

Where must you update the instructions that appear at the top of a compensation worksheet? Please choose the correct answer.

- A. Under Provisioning -> Company Setting
- B. Under Provisioning -> Succession Data Mode
- C. Under Admin Tool -> Plan Setup -> Settings
- D. Under Admin Tool -> Plan Setup -> Design Worksheet

Correct Answer: D

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**QUESTION 5**

Which of the following options reflects a best practice for configuring compensation plan guidelines? Please choose the correct answer.

- A. Add a formula without any criteria at the bottom of the guideline list to act as a default.
- B. Make sure the Enable Guideline Optimization checkbox is selected if your customer has less than 1,000 ^ guidelines.
- C. Allow planners to enter negative salary adjustment recommendations.
- D. Always arrange guideline formulas in order by performance rating and comp ratio.

Correct Answer: A

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**QUESTION 6**

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. Executive review
- B. Ad hoc
- C. Aggregate export
- D. Standard YouCalc widget
- E. Rollup

Correct Answer: ACE

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**QUESTION 7**

Which of the following functions in the Admin Tools can you use to delete compensation worksheets for active planners?

There are 2 correct answers.

- A. Manage worksheets
- B. Delete form
- C. Update compensation worksheet
- D. Delete employees

Correct Answer: AB

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**QUESTION 8**

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

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**QUESTION 9**

What does SAP recommend you do when you copy a compensation plan template for a new cycle? There are 2 correct answers

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

Correct Answer: AD

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**QUESTION 10**

Your customer wants to round up all dollar figures in the compensation form to the nearest hundred dollars. What XML code do you need to include in the template to accomplish this? Please choose the correct answer.

A.