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Exam : **C-THR86-1902**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Compensation Q1/2019

Vendor : SAP

Version : DEMO

NO.1 When must you configure a template to be local currency centric?

There are 2 correct answers.

Response:

- A.** When you want the worksheet to display the budget in the local currency of the planner.
- B.** When you want planners to input data in the currency type in which the employee is paid.
- C.** When you want to import employee salary in the currency in which the employee is paid.
- D.** When you want the system to assign each employee to the correct currency code based on the employee's country.

Answer: A,C

NO.2 What can you do with a compensation profile?

There are 3 correct answers.

Response:

- A.** Display salary history.
- B.** Import salary history into the profile
- C.** View budget.
- D.** Enter recommendations.
- E.** Promote an employee

Answer: A,D,E

NO.3 You use date-based proration and you do NOT include dates in the user data file (UDF) for an employee.

What dates does the system use to calculate the proration percent?

Please choose the correct answer.

Response:

- A.** The review start date and review end date configured in the compensation template.
- B.** The start date and end date of the customer's fiscal year.
- C.** January 1 to December 31 of the current year.
- D.** The start date and end date of the compensation worksheet.

Answer: B

NO.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.

Response:

- A.** Remove the employee from the compensation form and regenerate thse statement
- B.** Make the employee ineligible for a merit increase using the eligibility engine.
- C.** Recall the compensation statement for the employee.
- D.** Remove the employee from the compensation form and run the 'Update all worksheet' job.

Answer: C

NO.5 How can you disable the "Get Feedback" button in the compensation form?

Response:

- A.** Activate the stetting Disable ask edit/comment routing

- B. Disable compensation management permission
- C. Disable manage document visibility
- D. Set the IncludeSalaryNotes attribute in XML to "false"

Answer: A

NO.6 On standard compensation statement, salary, merit, and final total will Please choose the correct answer.

Response:

- A. Appear if the value is greater than zero
- B. Always appear
- C. Not appear

Answer: B

NO.7 True or False: If a customer desires multiple logos or graphics on a compensation statement, a customer can use a standard statement.

Please choose the correct answer.

Response:

- A. True
- B. False

Answer: B

NO.8 Which of the following is not visible on a standard compensation worksheet?

Please choose the correct answer.

Response:

- A. Compensation/employee info
- B. Hierarchy Tab
- C. Instructions tab
- D. Budget Tab
- E. Currency view tab

Answer: B

NO.9 Performance Ratings can be brought in to SAP SuccessFactors Compensation by which of the following?

There are 3 correct answers to this question.

Response:

- A. Pulling the data from Performance Management Form
- B. Importing the data from UDF
- C. Hardcoding the ratings to XML template
- D. Adding a compensation rating in the system
- E. Pulling the data from Goal Management Form

Answer: A,B,D

NO.10 Which report displays queries in a wide variety of chart styles?

Response:

- A.** Adhoc report
- B.** Online Report Designer
- C.** Dashboards
- D.** YouCalc Widgets

Answer: C