

## SAP

C\_THR86\_1811

SAP Certified Application Associate - SAP SuccessFactors Compensation Q4/2018



## Question: 1

You have defined the eligibility rules as shown in the attached screenshot. Budgeting is done as a percent of the current salary. What can you see on the compensation form for an employee in Salary Plan PRM?

The screenshot shows a web-based interface for managing compensation plans. At the top, there are tabs for 'Plan Setup', 'Manage Worksheets', and 'Complete Compensation Cycle'. Below these are sub-tabs for 'Settings', 'Design Worksheet', 'Plan Details', and 'Manage Users'. The main section is titled 'Eligibility' and contains a table of rules. The rule 'RO - Salary Plans' is selected, and a modal window is open to edit its details. The modal window has two panes: 'Rule Name & Conditions' and 'Population is eligible for:'. The 'Rule Name & Conditions' pane shows the rule name 'RO - Salary Plans' and the salary plan 'SPF or PRM'. The 'Population is eligible for:' pane has a table with columns 'Yes', 'No', and 'Not Applicable' for various compensation components.

Rule Name	Compensation	Salary Planning(TAB)	Merit	Adjustment	Lump Sum	Actions
RO - Salary Plans	n/a	n/a	✗	✗	✗	Take Action

  

Rule Name & Conditions	Population is eligible for:
Rule Name: RO - Salary Plans	Compensation: <input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> Not Applicable
Salary Plan: SPF or PRM	Salary Planning(TAB): <input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> Not Applicable
	Merit: <input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> Not Applicable
	Adjustment: <input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Not Applicable
	Lump Sum: <input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> Not Applicable

Please choose the correct answer.

Response:

- A. The employee does NOT appear on the form and their salary is NOT included in the total budget basis.
- B. The employee appears on the form and is included in the total budget basis but CANNOT receive an award amount in merit, adjustment or lump sum.
- C. The employee does NOT appear on the form but their salary is included in the total budget basis.
- D. The employee appears on the form, is NOT included in the total budget basis and CANNOT receive an award amount in merit, adjustment or lump sum.

**Answer: B**

## Question: 2

Your customer needs a budget that calculates a percentage of imported values for each employee on the compensation worksheet.

Which Based On option can you use to fulfill this requirement?

Please choose the correct answer.

Response:

- A. Template
- B. Group
- C. Import
- D. User

**Answer: D**

### Question: 3

You have created a route map and have entered information for all options in each step. You have also configured To Dos for the Home Page.

Which field appears in the planner's To Do List on the Home Page when the worksheet is in their inbox? Please choose the correct answer.

Response:

- A. Step ID
- B. Step Name
- C. Step Description
- D. Step Introduction & Mouseover Text

**Answer: B**

### Question: 4

Which actions can you control using role-based permissions?

There are 2 correct answers to this question.

Response:

- A. View budget rollup information.
- B. Read and write compensation data via executive review.
- C. Exceed a merit guideline in a compensation worksheet.
- D. View the compensation profile.
- E. Change eligibility rules in a compensation plan template.

**Answer: AB**

### Question: 5

Which of the following options reflects a best practice for configuring compensation plan guidelines?

Please choose the correct answer.

Response:

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

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D. Allow planners to enter negative salary adjustment recommendations.

**Answer: B**

### Question: 6

Your customer has different compensation plan templates for stock and compensation. This customer therefore wants to use one combined compensation statement.

What can you use to achieve this?

Please choose the correct answer.

Response:

- A. The Assign Statement Groups option
- B. The interoperability option
- C. Role-based permissions
- D. The Secondary Plan option

**Answer: D**

### Question: 7

You want to export user compensation data from your customer's SuccessFactors system.

Which option in the Employee Data Export tool prevents any user compensation data from being downloaded?

Please choose the correct answer.

Response:

- A. Export as a batch process
- B. Valid users only
- C. Include imported field-level eligibility fields with system default import keys
- D. Short format: only system fields

**Answer: D**

### Question: 8

Which worksheet elements have the floating panels feature?

There are 2 correct answers to this question.

Response:

- A. Filter options
- B. Currency view

- C. Route map
- D. Budget

**Answer: CD**

**Question: 9**

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?

SALARY	PAYGRADE	JOBLEVEL	SALARY_PRORATING	DATE_OF_CURRENT_POSITION
\$163,000	16	EXEC	100%	31/7/2013
16,5	5	AA	50%	18/6/2013
19 H2		SA	25%	20/5/2013

There are 3 correct answers to this question.  
Response:

- A. SALARY
- B. JOBLEVEL
- C. PAYGRADE
- D. SALARY\_PRORATING
- E. DATE\_OF\_CURRENT\_POSITION

**Answer: ADE**

**Question: 10**

Which of the following can a user do to export all of the compensation data from SuccessFactors to another system?

There are 2 correct answers to this question.  
Response:

- A. Select the Enable Roll-up Reports option in Advanced Settings.
- B. Create a Compensation Planning ad hoc report.
- C. Select the Aggregate Export option from Compensation Home.
- D. Export the user data file (UDF) to send as a report.

**Answer: BC**

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