

**100%** Money Back  
**Guarantee**

**Vendor:**SAP

**Exam Code:**C\_THR86\_1502

**Exam Name:**SAP Certified Application Associate -  
SuccessFactors Compensation

**Version:**Demo

### QUESTION 1

Your customer uses role-based permissions.

Where in the Admin Tools do you assign permissions to allow a user to import compensation data?

Please choose the correct answer.

Choose one:

- A. Manage Employee Import Privilege
- B. Import Users
- C. Manage Users
- D. Administrative Privileges

Correct Answer: C

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### QUESTION 2

What are the advantages of the PercentofMeritTarget budget mode?

Please choose the correct answer.

Choose one:

- A. It is easy to configure since it is based on employee performance and benchmarks.
- B. It is dynamic since budgets recalculate when new targets are loaded.
- C. It is client-specific and uses custom calculations if needed.
- D. It is flexible since it is NOT based on users' imported salaries.

Correct Answer: D

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### 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.

Response:

- A. Ad hoc
- B. Standard YouCalc widget

- C. Rollup
- D. Executive review
- E. Aggregate export

Correct Answer: CDE

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#### QUESTION 4

A planner recommends a \$5000 equity award. Using the stock value table as shown in the attached screenshot and a 50/50 value awardsplit between stock and options, how many units of each does the employee receive?

Please choose the correct answer.

Response:

- A. 200 shares of stock and 334 options
- B. 25 shares of stock and 15 options
- C. 125 shares of stock and 125 options
- D. 100 shares of stock and 167 options

Correct Answer: D

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#### QUESTION 5

Your customer wants only users in Job Level A to be eligible for a one-time disbursement thatdoes NOT contribute toward final salary.

What can you do to fulfill this requirement?

There are 2 correct answers

Response:

- A. Import the value TRUE in the LUMPSUM\_ELIGIBLE column of the user data file (UDF) for all Job Level A users.
- B. Create an eligibility engine rule in the Admin Tools that restricts Job Level A users eligible for Lump Sum.
- C. Import the value FALSE in the LUMPSUM2\_ELIGIBLE column of the user data file (UDF) for all users EXCEPT Job Level A user.
- D. Create an eligibility engine rulein the Admin Tools that restricts non-Job Level A users from receiving Lump Sum 2.

Correct Answer: AB

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### QUESTION 6

Your customer wants to change the background of the compa-ratio percent display.

Which tag in the compensation plan template XML can you use?

Please choose the correct answer.

Response:

- A. showColorBar
- B. comp-guideline-pattern
- C. comp-benchmark-color
- D. backgroundColor

Correct Answer: C

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### QUESTION 7

Which compensation function requires the job code and pay grade mapping table?

Please choose the correct answer.

Response:

- A. Cascading Budget
- B. Job Selector
- C. Compensation History
- D. Calculating Compa-Ratio

Correct Answer: B

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### QUESTION 8

In Provisioning for your customer's instance you select the 'Assign default required field values for new user if none specified' option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

There are 2 correct answers

Response:

- A. USERNAME
- B. MANAGER

C. USERID

D. STATUS

Correct Answer: CD

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#### **QUESTION 9**

In the user data file (UDF), what can you populate in the column COMPENSATION\_SALARY\_RATE\_UNITS?

Please choose the correct answer.

Choose one:

A. MONTHLY

B. 12

C. \$6,500

D. 8.3%

Correct Answer: B

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#### **QUESTION 10**

Which information is included in the rollup report?

Please choose the correct answer.

Response:

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

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

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

D. The average bonus payout amount for each location

Correct Answer: B

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#### **QUESTION 11**

Where can you assign route maps to compensation plan templates?

Please choose the correct answer.

Response:

- A. Under Provisioning -> Form Template Administration
- B. Under Admin Tool ->Plan Setup -> Settings
- C. Under Admin Tool -> Manage Route maps
- D. Under Provisioning -> Company Setting

Correct Answer: B

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**QUESTION 12**

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

Correct Answer: ADE