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Latest Exam Guide & Learning Materials

Exam : **C-THR86-1905**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Compensation Q2/2019

Vendor : SAP

Version : DEMO

NO.1 Which of the following is not visible on a standard compensation worksheet?

Please choose the correct answer.

Response:

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

Answer: D

NO.2 Which permission can you use to restrict certain groups from seeing the budget allocation in the worksheet?

Please choose the correct answer.

Response:

- A. Field-based permission
- B. Executive review permission
- C. Budget assignment permission
- D. Budget override permission

Answer: A

NO.3 Off Cycle Rewards is enabled by which one of the following?

Please choose the correct answer.

Response:

- A. Admin Home > Upgrade Center
- B. Template Settings
- C. Provisioning

Answer: A

NO.4 What happens when a mess change violates the guideline hard steps?

Response:

- A. Guideline hard stops will be skipped
- B. Employees recommendation will be skipped
- C. Guideline will adjust on protata basis
- D. Employees are brought to max of range

Answer: D

NO.5 You configure the following salary rule in the compensation plan template XML.

```
<comp-salary-rule useFor="merit" benchmark="range-penetration"
actionOnExceed="disallow"><comp- salary-rule-threshold>100.0</comp-salary-rule
-threshold><message-on-exceed><![CDATA[ You have exceeded the maximum of the salary range.
]]></message-on-exceed></comp-salary-rule>
```

On the compensation worksheet, a planner enters a merit increase, which puts the employee's final salary over the maximum for the salary range.

How does the system behave?

Please choose the correct answer.

Response:

- A.** A popup message asks the planner if the exceeded amount should be assigned to lump sum. The planner can save the merit recommendation by selecting "Cancel" in the pop-up message.
- B.** The rule prevents the planner from saving the merit increase. The planner must go back and change their merit recommendation.
- C.** The rule alerts the planner that the range penetration threshold has been exceeded and the merit field text turns red. The planner saves the merit recommendation.
- D.** A popup message asks the planner if the exceeded amount should be assigned to lump sum. The planner cannot save the merit increase by selecting "Cancel" in the pop-up message.

Answer: B

NO.6 In a Compensation routemap, a role of "Employee" refers to

Please choose the correct answer.

Response:

- A.** Employees
- B.** Compensation Administrators
- C.** Managers
- D.** HR Advisers

Answer: C

NO.7 How will you use a lookup table result in a numeric operation?

Response:

- A.** Use custom number format
- B.** Use "toString" to wrap the lookup field
- C.** Use Amount as column type
- D.** Use "toNumber" to wrap the lookup field

Answer: D

NO.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.** USERID
- B.** USERNAME
- C.** STATUS
- D.** MANAGER

Answer: A,C

NO.9 How can you bulk print a personal compensation statement from a completed compensation worksheet?

Response:

- A.** Set RBP User Permission View Statement for managers

- B. Set RBP User Permission View Statement for everyone
- C. Grant managers read permission for "personalCompensationStatement" in the data model
- D. Set XML plan attribute includeSalaryStatementLink="true"

Answer: D

NO.10 You want an administrator that is excluded from the route map to make compensation recommendations. What feature allows this?

Please choose the correct answer.

Response:

- A. New compensation worksheet
- B. Compensation profile
- C. Executive review
- D. Ad hoc reporting

Answer: C

NO.11 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. Importing the data from UDF
- B. Hardcoding the ratings to XML template
- C. Adding a compensation rating in the system
- D. Pulling the data from Performance Management Form
- E. Pulling the data from Goal Management Form

Answer: A,C,D

NO.12 The following criteria can be used in defining guideline except

Please choose the correct answer.

Response:

- A. Budget Group
- B. Proration
- C. Job Level
- D. Pay Grade
- E. Custom Fields

Answer: B

NO.13 Your customer wants only users in Job Level A to be eligible for a one-time disbursement that does NOT contribute toward final salary. What can you do to fulfill this requirement?

There are 2 correct answers to this question.

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 non-Job Level A users from receiving Lump Sum 2.

C. Create an eligibility engine rule in the Admin Tools that restricts Job Level A users eligible for Lump Sum.

D. Import the value FALSE in the LUMPSUM2_ELIGIBLE column of the user data file (UDF) for all users EXCEPT Job Level A user.

Answer: A,C