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# SAP

*C\_THR86\_1905*

*SAP Certified Application Associate - SAP SuccessFactors Compensation Q2/2019*

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## Version product

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### Question: 1

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. backgroundColor
- D. comp-benchmark-color

**Answer: D**

### Question: 2

According to Success Factors' best practice, what must you include when you set up a compensation route map?  
Please choose the correct answer.  
Response:

- A. At least five steps of manager review and approval
- B. A signature step as the final step before completion
- C. A staging step as the last modify step
- D. The Get Feedback button in the HR approval step

**Answer: C**

### Question: 3

This site is a great place for you and your customer to share expertise, product information, and suggest ideas  
Please choose the correct answer.  
Response:

- A. Partner Portal
- B. Partnering with us
- C. Product Central
- D. SuccessFactors Community

**Answer: D**

### Question: 4

The first step in enabling Dashboard 2.0 for role-based permissions is to log in to Provisioning and enable the\_\_\_\_\_

Please choose the correct answer.

Response:

- A. Thresholds
- B. Portlet Permissions
- C. Dashboards 2.0 (Youcalc) Framework
- D. Ad Hoc Permissions

**Answer: C**

### Question: 5

How is range penetration or position in range calculated?

Response:

- A. Current Salary /Salary Range midpoint
- B. Current Salary – Range minimum
- C. Current Salary / (Range Maximum – Range Minimum)
- D. (Current Salary – Range Minimum) / (Range Maximum – Range Minimum)

**Answer: D**

### Question: 6

You want to configure a compensation plan template for your customer. Where can you find the initial compensation plan template?

There are 2 correct answers.

Response:

- A. In the SuccessStore
- B. In your sales demo instance
- C. In the customer's auto-provisioned instance
- D. In the SAP Help Portal

**Answer: BC**

## Question: 7

Which element in the compensation plan template XML controls the lump sum split?  
Please choose the correct answer.

Response:

- A. <comp-salary-rule>
- B. <comp-rule>
- C. <comp-calculation>
- D. <comp-budget-rule>

**Answer: A**

## Question: 8

Which setting indicates, that inactive users are included in a compensation Manager Hierarchy planning?

Response:

- A. <comp-manager-hierarchy type="3"/>
- B. <comp-manager-hierarchy type="2"/>
- C. <comp-manager-hierarchy type="1"/>
- D. <comp-manager-hierarchy type="4"/>

**Answer: D**

## Question: 9

When would you create budget groups?

There are 2 correct answers.

Response:

- A. When a customer requires different budget strategies for each location
- B. When a customer requires different guidelines ranges for each department.
- C. When a customer wants group assignments to change dynamically
- D. When a customer requires a cascading budget

**Answer: AB**

## Question: 10

What is the correct format for the compensation aggregate report?

Please choose the correct answer.

Response:

- A. v4e
- B. csv
- C. xml
- D. xls

**Answer: A**

## Question: 11

You want to prevent planners from entering a negative merit increase in the compensation worksheet.

Which configuration steps must you perform?

Response:

- A. Enable a hard limit stop for the minimum merit guideline in Admin Center  
Set the minimum value to 0 for all guideline formulas
- B. Select the Enable Guideline Optimization setting in Admin Center  
Delete the <comp-guideline-patter> in the form template XML
- C. Create a guideline rule with the Force Default On Rating Change option set to Yes in Admin Center  
Delete the <comp-guideline-pattern> in the form template XML
- D. Create a guideline rule the High/Low Action option set to Allow in Admin Center  
Define each guideline formula with a default value of 0

**Answer: A**

## Question: 12

Which sections in the compensation profile are configurable?

There are TWO answers for this question

Response:

- A. Positioning
- B. Employee data
- C. History
- D. Recommendation

**Answer: AC**

### Question: 13

No configuration is required for the migration of the Effective dated Currency Conversion feature.  
Please choose the correct answer.

Response:

- A. True
- B. False

**Answer: A**

### Question: 14

For which of the following roles can you grant legacy permission to view the personal compensation statements of an employee?

There are 3 correct answers to this question.

Response:

- A. Custom Manager
- B. System Administrator
- C. Compensation Administrator
- D. Employee
- E. HR Representative

**Answer: BCE**

### Question: 15

What is the definition of a role in role-based permissions?

Please choose the correct answer.

Response:

- A. A target population that a user can be granted access to.
- B. A set of privileges that controls user access rights.
- C. A group of users who can be granted access to a target population.
- D. A group of users who share specific attributes.

**Answer: B**

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