

# C\_THR86\_1502<sup>Q&As</sup>

SAP Certified Application Associate - SuccessFactors Compensation

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### QUESTION 1

Which actions can you control using role-based permissions?

There are 3 correct answers to this question.

Response:

Should have chosen

- 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.

Correct Answer: ABE

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### QUESTION 2

Which of the following types of statements are available to use in Success Store for compensation?

There are 2 correct answers.

Response:

- A. Simple personal compensation statement
- B. Variable pay goal statement
- C. Standard personal variable pay statement
- D. Combined personal Compensation and variable pay statement

Correct Answer: AC

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### QUESTION 3

A customer wants to display the compensation history in the compensation profile.

When setting up the compensation history section, what can you use as a data source?

There are 2 correct answers.

Choose:

- A. Fields from the current compensation worksheet.

- B. Fields from a background section of the employee profile.
- C. Fields from multiple plan templates
- D. Fields imported via the user data file (UDF)

Correct Answer: AB

**QUESTION 4**

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

**QUESTION 5**

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

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### QUESTION 6

You test and troubleshoot compensation statements for your customer.

Where can you download all statements generated for the compensation template in a single PDF file?

Please choose the correct answer.

Response:

- A. From the Manage Statement Templates utility under Action for All Plans
- B. From the Bulk Print option in the compensation worksheet
- C. From the Select Statement Templates utility under Complete Compensation Cycle
- D. From the Export option in the executive review.

Correct Answer: B

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### QUESTION 7

Your customer wants to round up all dollar figures in the compensation form to the nearest hundred dollars.

What XML code do you need to include in the template to accomplish this?

Please choose the correct answer.

Response:

- A.
- B.
- C. 100
- D.

Correct Answer: B

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### QUESTION 8

Which of the following is a recommended option for updating the Employee Profile with compensation data?

There are 2 correct answers.

Response:

- A. Import historical compensation data in custom compensation columns on the user data file (UDF) and create a custom background portlet to display the data.
- B. Publish new compensation data from the compensation worksheet directly to the Employee Profile in a standard compensation portlet.
- C. Create a custom portlet on the employee profile and import compensation data to the portlet using the Import Extended User Information option.
- D. Permission Human Resource users to enter compensation data on fields in a custom background portlet as part of the profile completion process.

Correct Answer: C

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#### QUESTION 9

What must you do before importing a currency conversion table into Admin Tools?

Please choose the correct answer.

Choose one:

- A. Remove column headers and commas from the file.
- B. Ensure all rates have fewer than three decimal places.
- C. Save the table in the most recent version of Microsoft Excel.
- D. Include currency rates for both directions of every currency pair

Correct Answer: D

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#### QUESTION 10

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

Please choose the correct answer.

Response:

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

Correct Answer: D

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### QUESTION 11

In Admin Tools, you configure a merit budget based on a percentage of the current salary. In the `Based On` dropdown option you select `User`.

How would you define the budget percentage?

Please choose the correct answer.

Choose one:

- A. Assign a percentage to each user in the Budget Assignment section.
- B. Import a percentage for each employee in the user data file (UDF).
- C. Use default percentage for all users.
- D. Assign each user to a budget group and then assign group percentages.

Correct Answer: C

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### QUESTION 12

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

Correct Answer: D

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### QUESTION 13

You configure the following salary rule in the compensation plan template XML. 100.0

You have exceeded the maximum of the salary range.

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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?

Response:

- A. The rule prevents the planner from saving the merit increase. The planner must go back and change their merit recommendation.
- B. 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.
- 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.

Correct Answer: A

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#### QUESTION 14

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 15

In Admin Tools, you load a pay matrix table as shown in the attached screenshot. You map attribute 1 to business unit and attribute 2 department. On the compensation worksheet, an employee is in the Operations department, the ABC

business unit, and pay grade 3. The employee's current range penetration is calculated as exactly 100%.

What is the employee's current annual salary?

Please choose the correct answer.

Choose one:

- A. 66000
- B. 72000
- C. 90000
- D. 85000

Correct Answer: B

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