

PassleaderVCE

PassLeaderVCE

HOME

ALL VENDORS

★ GUARANTEE

? FAQ

TESTIMONIALS

CART (0)

Pass Your Next Certification Exam Fast!

Wonderful Certification Exam Guide and Exam Dumps - PassLeaderVCE

365 days free updates. First attempt guaranteed success.

Select a vendor...

Select an test...

Your email address

Free Download Demo

We're not the only ones **happy** about PassLeaderVCE Practice Material ...

49316+ customers in 100+ countries use PassLeaderVCE Test Engine. Meet our customers.

VOREED

GetCustom

JET ORANGE

iCompany

Paradoxx

iMessenger



<http://www.passleadervce.com/>

Wonderful Certification Exam Guide and Exam Dumps- PassLeaderVCE

Exam : **C_THR86_1908**

Title : SAP Certified Application
Associate -SAP SuccessFactors
Compensation Q3/2019

Vendor : SAP

Version : DEMO

NO.1 You configured merit guidelines as shown in the attached screenshot.

If an employee has a rating of 3.05 what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

Please choose the correct answer

- A. 2% - 4%
- B. 0% - 0%
- C. 0% -10%
- D. 3% - 5%

Answer: A

NO.2 Which of the following types of statements are available to use in Success Store for compensation? There are

2 correct answers.

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

Answer: A,D

NO.3 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.

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

Answer: C,D

NO.4 Which of the following options reflects a best practice for configuring compensation plan guidelines? Please choose the correct answer.

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

Answer: C

NO.5 You create a test User Data File (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER and SECOND_MANAGER columns? Please choose the correct answer.

- A. MANGER: blank
SECOND_MANAGER: blank

- B. MANGER: NO_MANAGER U SECOND_MANAGER: blank
- C. MANGER: blank
SECOND MANAGER: NO MANAGER
- D. MANGER:NO_MANAGER V U SECOND MANAGER: NO MANAGER

Answer: D

NO.6 Which actions can you perform on the Add/Edit Statement Templates screen in Admin Tools when creating a compensation statement from SuccessStore templates? There are 3 correct answers.

- A. Customize the statement text to fit your customer's company and culture.
- B. Reference the company logo URL and change the title of the statement.
- C. Change the order of the compensation fields.
- D. Configure the statement to include conditional logic for the statement text.
- E. Configure the statement for multiple languages.

Answer: A,B,C

NO.7 Which actions can you control using role-based permissions? There are 2 correct answers to this question.

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

Answer: B,D

NO.8 Which compensation column in the User Data File (UDF) is required for multi-currency deployments? Please choose the correct answer.

- A. Country
- B. Local currency code
- C. Salary type
- D. Functional currency code

Answer: B