Vendor: SAP

Exam Code: C_THR86_1502

Exam Name: SAP Certified Application Associate - SuccessFactors

Version: DEMO

QUESTION 1
An employee's planner has changed and you need to assign the employee to a different compensation form. When importing the User Data File (UDF).
Which option must you select to reflect this change?
Please choose the correct answer.
Response:

A. Automatic inbox document transfer to new manager.
B. Add new member to compensation form.
C. Automatic En Route document transfer to new manager.
D. Move user'scompensation data from old manager to current manager.

Answer: D

QUESTION 2
Which element in the compensation plan template XML controls the lump sum split?
Choose one:

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

Answer: D

QUESTION 3
When would you run the Update All Worksheets function?
There are 3 correct answers.
Response:

A. When an administration change the layout of the compensation plan template.
B. When an administration changes the data in a look-up table.
C. When a new hire or termination occurs.
D. When a manager makes a change to a performance rating on a performance form.
E. When an administration manually moves an employee to a new worksheet.

Answer: BCD

QUESTION 4
Your customer wants the guidelines for an employee's merit recommendation to be prorated based on the employee's date of last hire. The date of last hire is different than the employee's original hire date. How can you fulfill this requirement?
Please choose the correct answer.
Response:

A. Use raise proration and import the employee's last hire date in the RAISE_PRORATING_START_DATE column of the userdata file (UDF).
B. Use salary proration and set the review start date equal to the employee's last hire date.
C. Use raise proration and import a proration factor in the RAISE_PRORATING column of the user data file (UDF).

D. Use salary proration and import the employee's last hire date in the
    SALARY_PRORATING_START_DATE column of the user data file (UDF).

Answer: D

QUESTION 5
Which compensation function requires thejob 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

Answer: B

QUESTION 6
Where must you update the instructions that appear at the top of a compensation worksheet?
Please choose the correct answer.
Choose one:

A. Under Provisioning ->Succession Data Mode
B. Under Provisioning -> Company Setting
C. Under Admin Tool -> Plan Setup -> Design Worksheet
D. Under Admin Tool -> Plan Setup -> Settings

Answer: C

QUESTION 7
Your customer has different compensation plan templates for stock and compensation.
This customer therefore wants to use one combined compensation statement.
What can you use to achieve this?
Please choose thecorrect answer.
Choose one:

A. The interoperability option
B. Role-based permissions
C. The Secondary Plan option
D. The Assign Statement Groups option

Answer: C

QUESTION 8
Which operators can you create formulas?
There are 3 correct answers.
Response:

A. <<

B. /
C. *
D. #
E. +

Answer: BCE

QUESTION 9
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 atarget population.
D. A group of users who share specific attributes.

Answer: B

QUESTION 10
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 SAP Help Portal
B. In your sales demo instance
C. In the SuccessStore
D. In the customer's auto-provisioned instance

Answer: BD

Thank You for Trying Our Product

Lead2pass Certification Exam Features:

★ More than 99,900 Satisfied Customers Worldwide.

★ Average 99.9% Success Rate.

★ Free Update to match latest and real exam scenarios.

★ Instant Download Access! No Setup required.

★ Questions & Answers are downloadable in PDF format and VCE test engine format.

★ Multi-Platform capabilities - Windows, Laptop, Mac, Android, iPhone, iPod, iPad.

★ 100% Guaranteed Success or 100% Money Back Guarantee.

★ Fast, helpful support 24x7.

View list of all certification exams: http://www.lead2pass.com/all-products.html

10% Discount Coupon Code: ASTR14