



# C\_THR86\_2005<sup>Q&As</sup>

C\_THR86\_2005 : SAP Certified Application Associate - SAP SuccessFactors Compensation H1/2020

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### QUESTION 1

The following tag in the compensation template XML is incorrect and is causing an error when you try to save the template in provisioning

- A. The CDATA block is incorrectly formed.
- B. Comp-field-label is an invalid tag.
- C. The comp-field-label tag is NOT correctly closed.
- D. Quotation marks are missing from the label content\'

Correct Answer: C

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### QUESTION 2

Which compensation column in the User Data File (UDF) is required for multi-currency deployments? Please choose the correct answer.

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

Correct Answer: C

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### QUESTION 3

Which of the following functions in the Admin Tools can you use to delete compensation worksheets for active planners?

There are 2 correct answers.

- A. Manage worksheets
- B. Delete form
- C. Update compensation worksheet
- D. Delete employees

Correct Answer: AB

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### QUESTION 4



When setting up rating sources in a compensation plan template, which of the following rating types can you select?

There are 2 correct answers.

- A. overallCompetency
- B. overallPerformance
- C. overall360
- D. overallPerformancePotential

Correct Answer: AB

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#### QUESTION 5

Your customer's budget for merit is 3% of the employee's annual salary. A full time employee has worked for the company for half of the year. The guidelines for this employee show adjusted values for the 50% work time. Your customer does NOT want to give the manager the full budget for this employee. Only 50% of the employee's calculated budget is to be included in the budget total. How can you accomplish this? Please choose the correct answer.

- A. Set 50% for the value in the user data file (UDF) field SALARY\_BUDGET\_MERIT\_PERCENTAGE.
- B. Enable prorating in the guidelines in the Admin Tools.
- C. Set 50% as the value for the employee in the user data file (UDF) field COMPENSATION\_FTE.
- D. Enable prorating in the budget calculation in the Admin Tool.

Correct Answer: B

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