



C_THR86_2311

SAP SF Comp Certification Questions & Answers



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C_THR86_2311

SAP Certified Application Associate - SAP SuccessFactors Compensation 2H/2023

80 Questions Exam – 65% Cut Score – Duration of 180 minutes

C_THR86_2311 Practice Test

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C_THR86_2311 Questions and Answers Set

Question: 1

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?

There are 3 correct answers to this question.

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

- a) DATE_OF_CURRENT_POSITION
- b) SALARY_PRORATING
- c) PAYGRADE
- d) JOBLEVEL
- e) SALARY

Answer: a, b, e

Question: 2

Which actions can you control using role-based permissions?

There are 2 correct answers to this question.

- a) Read and write compensation data via executive review.
- b) View the compensation profile.
- c) View budget data in the rollup report.
- d) Exceed a merit guideline in a compensation worksheet.

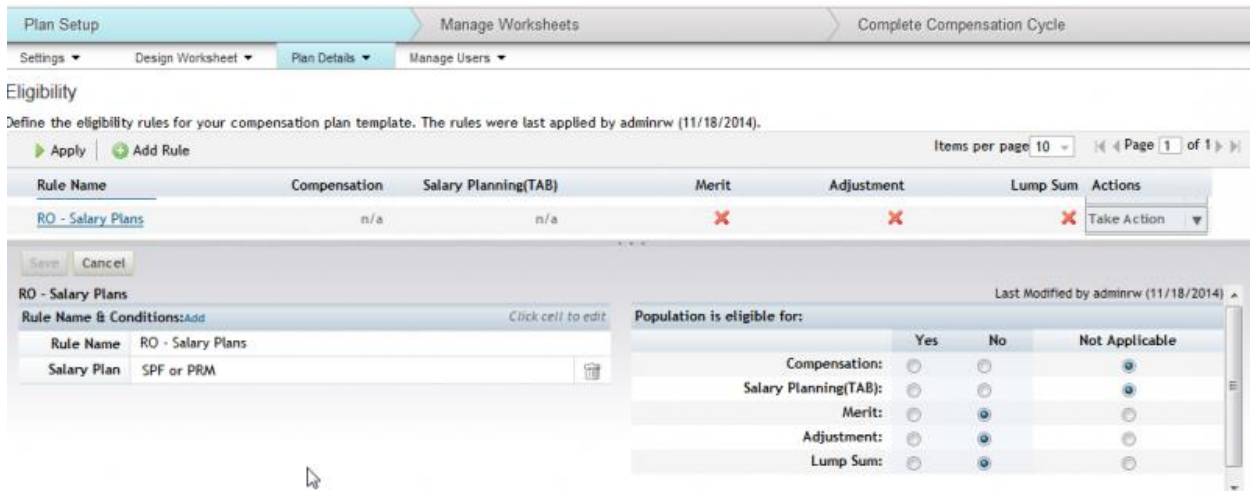
Answer: a, c

Question: 3

You have defined the eligibility rules as shown in the attached screenshot. Budgeting is done as a percent of all the employees' current salary.

What can you see on the compensation form for an employee in Salary Plan PRM?

Please choose the correct answer.



The screenshot shows the SAP Compensation Eligibility Rules configuration interface. The top navigation bar includes 'Plan Setup', 'Manage Worksheets', and 'Complete Compensation Cycle'. The 'Plan Setup' section is active, showing 'Settings', 'Design Worksheet', 'Plan Details', and 'Manage Users'. The 'Eligibility' section is selected, displaying a table of rules. The table has columns: Rule Name, Compensation, Salary Planning(TAB), Merit, Adjustment, Lump Sum, and Actions. A rule named 'RO - Salary Plans' is shown with 'n/a' for Compensation and Salary Planning(TAB), and red 'X' marks for Merit, Adjustment, and Lump Sum. Below the table, the 'Rule Name & Conditions' section shows 'Rule Name: RO - Salary Plans' and 'Salary Plan: SPF or PRM'. The 'Population is eligible for:' section shows a table with columns: Yes, No, and Not Applicable. The table rows are: Compensation (Yes), Salary Planning(TAB) (No), Merit (Not Applicable), Adjustment (Not Applicable), and Lump Sum (Not Applicable).

Rule Name	Compensation	Salary Planning(TAB)	Merit	Adjustment	Lump Sum	Actions
RO - Salary Plans	n/a	n/a	X	X	X	Take Action

Rule Name & Conditions	Population is eligible for:
Rule Name: RO - Salary Plans	Yes: <input checked="" type="radio"/> No: <input type="radio"/> Not Applicable: <input type="radio"/>
Salary Plan: SPF or PRM	Compensation: <input type="radio"/> Salary Planning(TAB): <input checked="" type="radio"/> Merit: <input type="radio"/> Adjustment: <input type="radio"/> Lump Sum: <input type="radio"/>

- The employee does NOT appear on the form, and their salary is NOT included in the total budget basis.
- The employee does NOT appear on the form, but their salary is included in the total budget basis.
- The employee appears on the form and is included in the total budget basis, but CANNOT receive an award amount in merit, adjustment, or lump sum.
- The employee appears on the form, but is NOT included in the total budget basis, and CANNOT receive an award amount in merit, adjustment, or lump sum.

Answer: c

Question: 4

You want to export user compensation data from your customer's SuccessFactors system.

Which option in the Employee Data Export tool prevents any user compensation data from being downloaded?

Please choose the correct answer.

- Include imported field-level eligibility fields with system default import keys
- Short format: only system fields
- Export as a batch process
- Valid users only

Answer: b

Question: 5

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

Answer: a, c

Question: 6

Which worksheet section can you open as a floating panel?

There are 2 correct answers to this question.

- a) Budget
- b) Route map
- c) Currency view
- d) Filter options

Answer: a, b

Question: 7

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

Please choose the correct answer.

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

Answer: c

Question: 8

Your customer imports budget percentages for each employee. Which "Based On" option can you use to calculate budget for this requirement?

Please choose the correct answer.

- a) Planner
- b) Group
- c) Template
- d) User

Answer: d

Question: 9

You want to display the percentage of employees in each pay grade who are eligible to receive a stock grant. Which of the following activities must you perform to do this?

Please choose the correct answer.

- a) Upload a stock participation guideline table CSV file in the admin interface.
- b) Create an eligibility engine rule in the Admin Tools which defines stock eligibility by pay grade.
- c) Create a custom stock field with a formula that calculates stock grant percentages per pay grade.
- d) Import the value TRUE in the STOCK_UNITS_ELIGIBLE column of the user data file (UDF) for users with eligible pay grades.

Answer: a

Question: 10

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 the correct answer.

- a) The Secondary Plan option
- b) Role-based permissions
- c) The interoperability option
- d) The Assign Statement Groups option

Answer: a

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