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Exam : **C_THR86_2111**

Title : SAP Certified Application Associate - SAP SuccessFactors Compensation 2H/2021

Version : DEMO

1.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: NO_MANAGER U SECOND_MANAGER: blank

B. MANGER: blank SECOND_MANAGER: blank

C. MANGER: NO_MANAGER V U SECOND MANAGER: NO MANAGER

D. MANGER: blank SECOND MANAGER: NO MANAGER

Answer: C

2.When must you configure a template to be local currency centric? There are 2 correct answers.

A. When you want the worksheet to display the budget in the local currency of the planner.

B. When you want planners to input data in the currency type in which the employee is paid.

C. When you want to import employee salary in the currency in which the employee is paid.

D. When you want the system to assign each employee to the correct currency code based on the employee's country.

Answer: B,C

3.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.

A. 72000

B. 90000

C. 66000

D. 85000

Answer: A

4.The following tag in the compensation template XML is incorrect and is causing an error when you try to save the template in provisioning <comp-field-label>

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'

Answer: C

5.You set up a merit guideline rule based on the performance rating. You import guideline formulas as shown in the attached screenshot.

According to the imported formulas, what is the minimum merit guideline if an employee's performance rating is 4? Please choose the correct answer.

A. 1%

B. 0%

C. 2%

D. 4%

Answer: C