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Exam   :   **C_THR86_2211**

Title   :   SAP Certified Application Associate - SAP SuccessFactors Compensation 2H/2022

Version :   DEMO

1.Which permission is used for point-based but not for currency-based awards? Note: There are 2 correct answers to this question

A. Spot Award Program

B. Spot Award Budget

C. Spot Award Redemption

D. Spot Award user balance

Answer: C,D

2.You are implementing an EC-integrated template.

Which compensation fields are commonly mapped to a pay component or pay component group? There are 3 correct answers to this question

A. CurrentSalary

B. FTE

C. Units Per Year

D. Pay Grade

E. Local currency Code

Answer: A,C,D

3.Your customer has two separate compensation statement templates from the SuccessStore. One statement is used for employees in the Manufacturing department and the other is used for all other employees.

How do you make sure that Manufacturing employees receive the proper statement?

A. Set default permissions for the statement template under Actions for All Plans.

B. Assign statement groups under Complete Compensation Cycle

C. Use role-based permissions in Admin Center

D. Make the Manufacturing Statement template the default template

Answer: D

4.You use date based proration and you do NOT include dates in the user data files (UDF) for an employee.

What does the system use to calculate the proration percent?

A. The review start date and review end date configured in the compensation template

B. January 1 to 31 of the current year

C. the start date and end date of customer fiscal year

D. The start and end date of the compensation worker

Answer: A

5.Which of the following customer scenarios is a good use of the Suppress Statement function?

A. Employees with NO change in salary do NOT get a statement

B. Employees in one country get a statement at a different time from those in other countries

C. Employee did NOT receive a merit increase get a different statement from those who did.

D. Retiring employees do NOT get a statement t Up Import Tables

Answer: A