

SAP C_THR86_2411

**SAP Certified Associate - Implementation Consultant - SAP
SuccessFactors Compensation**

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Subjects

1. Compensation Plan Guidelines
2. Managing Employee Specific Data
3. Implementation Test
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5. Compensation Worksheets
6. Reports Workflows
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Topic: 1

Compensation Plan Guidelines

Question: 1

You configured merit guidelines as shown in the screenshot.

If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

Formulas					
Order ↑	Formula Name*	Current Position in Range	Min*	Low*	High*
1	Range Pen < 0	< 0 to < 0	0	3	5
2	Range Pen 0 < 24	≥ 0 to < 24	0	3	5
3	Range Pen 25 < 50	≥ 25 to < 50	0	2	4
4	Range Pen 50 < 75	≥ 50 to < 75	0	1	3
5	Range Pen 75 ≤ 100	≥ 75 to ≤ 100	0	1	2
6	Range Pen > 100	> 100 to --	0	1	1
7	No Range Pen	[Edit]	0	0	0

- A. 2%-4%
- B. 3%-5%
- C. 1%-2%
- D. 0%-0%

Answer: A

Compensation Plan Guidelines

Question: 2

You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.

Formulas								
Order ↑	Formula Name*	Rating	Country	Min*	Low	Default*	High	Max*
1	Low ratings	-- to ≤2	[Edit]	0	0	0	0	0
2	Good	>2 to ≤3	[Edit]	0	0	1	2	10
3	Better	>3 to ≤4	[Edit]	1	1	2.5	4	10
4	Outstanding	>4 to ≤5	[Edit]	3	3	5	7	10
5	Low US ratings	-- to <2	USA	0	0	0	0	0
6	US Good	>2 to ≤3	USA	0	0	2	4	999
7	US Better	>3 to ≤4	USA	0	0	4	8	999
8	US Outstanding	>4 to ≤5	USA	0	0	6	10	999
9	Default	[Edit]	[Edit]	0	0	0	0	0

An employee in the US has a rating of 3.
What will be their default merit increase?

- A. 0%
- B. 1%
- C. 2%
- D. 4%

Answer: C

Compensation Plan Guidelines

Question: 3

Your customer has the following requirements for their compensation plan:

1. Allow planners to make recommendations outside of the high/low values. 2. Display only the max min values in the compensation worksheet. Which guideline rule settings must you set to fulfill these requirements?

- A. In Display Settings use min-max
 - Hard Limit: No
 - High/Low Action: Allow
- B. In Display Settings use min-max
 - Hard Limit: Yes
 - High/Low Action: Allow
- C. In Display Settings use min-max
 - Hard Limit: No
 - High/Low Action: Warn
- D. In Display Settings use low-high
 - Hard Limit: Yes
 - High/Low Action: Allow

Answer: A

Compensation Plan Guidelines

Question: 4

A customer's salary process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits. The merit guideline is based upon performance rating, compa-ratio, two custom fields, Country Job Family. The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes. How can this requirement be met?

- A. Set the Force Default On Rating Change option within guidelines to Yes.
 - Make sure the Country column is reloadable Job Family is not.
- B. Ensure the default value for all merit guidelines is non-zero.
 - Make sure the Country Job Family columns are both reloadable.
- C. Set the Force Default On Custom Column Change option within guidelines to Yes.
 - Make sure the Country Job Family columns are both reloadable.
- D. Set the Force Default On Custom Column Change option within guidelines to Yes.
 - Make sure the Country column is reloadable Job Family is not.

Answer: D

Compensation Plan Guidelines

Question: 5

How many custom columns may be used as Formula Criteria for Guidelines?

- A. 4
- B. 2
- C. 3
- D. There is no limit on custom columns

Answer: C

Compensation Plan Guidelines

Question: 6

Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Enable a hard limit stop for the merit guideline in Admin Center.
 - Set the maximum value to 10 for all guideline formulas.
- B. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
 - Define each guideline formula with a default value of 10.
- C. Enable a hard limit stop for the merit guideline in Admin Center.

- Set the maximum value to 0.10 for all guideline formulas.
- D. Set the guideline pattern to be low-high.
- Set the high value for all guidelines to be 10.

Answer: A

Topic: 2

Managing Employee Specific Data

Question: 7

You are implementing an EC-integrated template.

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

- A. Units Per Year
- B. Local Currency Code
- C. Pay Grade
- D. FTE
- E. Current Salary

Answer: A, B, E

Managing Employee Specific Data

Question: 8

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 SECOND_MANAGER columns?

- A. MANAGER: NO_MANAGER
 - SECOND_MANAGER: NO_MANAGER
- B. MANAGER: blank
 - SECOND_MANAGER: blank
- C. MANAGER: NO_MANAGER
 - SECOND_MANAGER: blank
- D. MANAGER: blank
 - SECOND_MANAGER: NO_MANAGER

Answer: A

Managing Employee Specific Data

Question: 9

Your EC-integrated client wishes to plan on monthly salaries for employees in the UK, but on annual salaries for employee in the US. All employees have their salaries stored in EC with a single pay component with a frequency of "monthly" because of payroll integration constraints. Which of the following options is a solution for this requirement?

- A. Include the unitsPerYear standard column set it to 12.
- B. Use two different pay components for salary with the US one having the "Use for Comp Planning" set to "None" the UK one set to "Comp."
- C. Use two templates with one having curSalary mapped to the pay component the other on the pay component group.
- D. Use meritTarget set to the pay component value divided by 12.

Answer: C

Managing Employee Specific Data

Question: 10

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC. How can this requirement be met through configuration?

- A. Create a lookup table that contains the different dates that uses country as an input.
 - Create a custom date column that reads from the lookup table based on employee country.
 - Map the column ID of the custom date column to the "start-date" of the pay component in the XML.
- B. Create a lookup table that contains the different dates that uses country as an input.
 - Map the lookup table name to the "start-date" of the pay component in the XML.
- C. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
 - Use the Publish Selected Employees in Employee Central to publish the data for this country.
 - Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- D. Enter the effective date for the largest country in the Employee Central Settings screen.
 - Publish the results of the planning for all countries.
 - Manually modify the effective dates of the resulting EC data for the smaller countries.

Answer: A

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