

# **SAP**

## **C\_THR86\_2105 Exam**

**SAP Certified Application Associate - SAP SuccessFactors  
Compensation H3/2021**

**Questions & Answers  
Demo**

# Version: 4.0

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## Question: 1

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Review the final figure for each component of the compensation plan for your group. For more information about the approval process, please refer to the process document. Please choose the correct answer.

- A. The user does NOT have the compensation rollup permission in role-based permissions.
- B. The Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the advanced settings.
- C. The <comp-include-report> option is NOT set in the compensation plan template XML.
- D. The Enable Rollup Reports option is NOT selected in the advanced settings.

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**Answer: C**

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## Question: 2

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You have created a route map and have entered information for all options in each step. You have also configured To Dos for the Home Page.

Which field appears in the planner's To Do List on the Home Page when the worksheet is in their inbox? Please choose the correct answer.

- A. Step Name
- B. Step ID
- C. Step Introduction & Mouseover Text
- D. Step Description

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**Answer: A**

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## Question: 3

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Your customer has a compensation plan template with the functional currency EUR. The manager's own currency is USD. The manager's compensation worksheet contains employees who are paid in the following currencies: EUR, USD, CHF and GBP. Which view must you enable to make sure the manager can display the salary of all of their employees in USD? Please choose the correct answer.

- A. The includeFunctionalCurrency view
- B. The includePlannerCurrency view
- C. The includeAnyCurrency view
- D. The includeLocalCurrency view

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**Answer: B**

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**Question: 4**

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In Admin Tools, you configure a merit budget based on a percentage of the current salary. In the 'Based On' dropdown option you select 'User'. How would you define the budget percentage? Please choose the correct answer.

- A. Import a percentage for each employee in the user data file (UDF).
- B. Assign each user to a budget group and then assign group percentages.
- C. Use default percentage for all users.
- D. Assign a percentage to each user in the Budget Assignment section.

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**Answer: C**

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**Question: 5**

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You have defined the eligibility rules as shown in the attached screenshot Budgeting is done as a percent of the current salary. What can you see on the compensation form for an employee in Salary Plan PRM? Please choose the correct answer.

Rule Name	Compensation	Salary Planning (PRM)	Merit	Adjustment	Lump Sum	Actions
01 - Salary Plan	PRM	PRM	X	X	X	Total Actions: 1

  

Rule Name & Conditions	Population is eligible for	Yes	No	Not Applicable
Rule Name: 01 - Salary Plan	Compensation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Salary Plan: PRM or PPR	Salary Planning (PRM)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Adjustment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Lump Sum	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

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

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**Answer: B**

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