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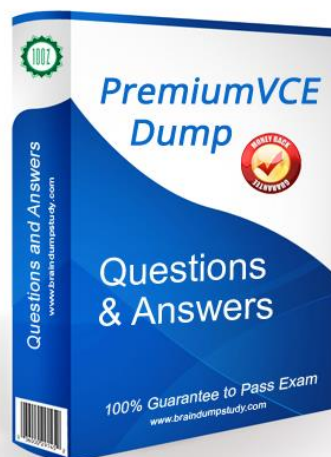
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Exam : **C_THR86_1702**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Compensation Q1/2017

Vendor : SAP

Version : DEMO

NO.1 Where can you assign route maps to compensation plan templates?

Please choose the correct answer.

Response:

- A. Under Provisioning -> Form Template Administration
- B. Under Admin Tool ->Plan Setup -> Settings
- C. Under Admin Tool -> Manage Route maps
- D. Under Provisioning -> Company Setting

Answer: B

NO.2 You customer uses a multi-currency compensation plan template. Where can they update the exchange rate for US Dollars (USD) to Euros (EUR) using the Admin Tools?

Please choose the correct answer.

Choose one:

- A. Compensation Home -> Plan Setup -> Plan Details
- B. Compensation Home -> Plan Setup -> Setting -> Currency settings
- C. Compensation Home -> Manage worksheets
- D. Compensation Home -> Actions for all Plans

Answer: D

NO.3 A planner recommends a \$5000 equity award. Using the stock value table as shown in the attached screenshot and a 50/50 value award split between stock and options, how many units of each does the employee receive? Please choose the correct answer.

Response:

- A. 200 shares of stock and 334 options
- B. 25 shares of stock and 15 options
- C. 125 shares of stock and 125 options
- D. 100 shares of stock and 167 options

Answer: D

NO.4 Your customer uses the Second Manager compensation hierarchy. How can you check for missing manager in the hierarchy?

Please choose the correct answer.

Choose one:

- A. Use the Export users without manager option under the Define Planners page.
- B. Select the Validate Manager and HR fields option when importing the user data file (UDF).
- C. Run a Compensation Planning ad hoc report.
- D. Export the user data file (UDF) and check the MANAGER column.

Answer: A

NO.5 Your customer wants to change the background of the compa-ratio percent display. Which tag in the compensation plan template XML can you use?

Please choose the correct answer.

Response:

- A. show ColorBar
- B. comp-guideline-pattern
- C. comp-benchmark-color
- D. background Color

Answer: C

NO.6 Which of the following types of statements are available to use in Success Store for compensation?

There are 2 correct answers.

Response:

- A. Simple personal compensation statement
- B. Variable pay goal statement
- C. Standard personal variable pay statement
- D. Combined personal Compensation and variable pay statement

Answer: A,C

NO.7 Your customer has part time employees. What do you configure in the system to have it calculate the compa-ratio, range penetration, current salary and adjusted salary ranges?

Please choose the correct answer.

Choose one:

- A. Set SALARY_PRORATING in the user data file (UDF) to the percent that the employees work full time.
- B. Set COMPENSATION_SAL_RATE_TYPE in the user data file (UDF) to FULL_TIME or PART_TIME.
- C. Add the standard FTE field to the compensation plan template.
- D. Set the XML tag "is Actual Salary Imported" to TRUE in the compensation plan template.

Answer: C

NO.8 Your customer is using standard SuccessFactors fields and would like to display compensation data on their employee's live profile. What is the correct sequence of steps you must perform to accomplish this?

Response:

A.

1. Create a portlet in the Admin Tools.
2. Add the background element section in the data model
3. Publish data to the employee profile.

B.

1. Publish data to the employee profile.
2. Create a portlet in the Admin Tools.
3. Add the background element section in the data model.

C.

1. Add the background element section in the data model.
2. Create a portlet in the Admin Tools.
3. Publish data to the employee profile.

D.

1. Add the background element section in the data model.
2. Publish data to the employee profile.
3. Create a portlet in the Admin Tools.

Answer: C

NO.9 Which of the following fields can be included in the summary tab of the compensation worksheet?

There are 2 correct answers

Choose:

- A. A custom field
- B. Final salary
- C. Compa-ratio
- D. Merit increase

Answer: B,D

NO.10 Your customer uses a look-up table to calculate custom budgets as shown in the attached screenshot.

The budget is based on an employee's country and status. In the template, the country is defined with the field ID 'customCountry' and the status is defined with the field ID 'customStatus'.

You need to create a custom field that contains the look-up value for the promotion budget percent.

What is the correct syntax for the calculated field?

Please choose the correct answer.

Response:

- A. lookup("2012_Custom_Budget_Pool" customCountry, customStatus,3)
- B. lookup("2012_Custom_Budget_Pool" customCountry, customStatus,1)
- C. lookup("2012_Custom_Budget_Pool" customCountry, customStatus,promotion)
- D. lookup("2012_Custom_Budget_Pool" customCountry, customStatus)

Answer: B