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**Exam** : **C-THR86-2111**

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

**Vendor** : SAP

**Version** : DEMO

**NO.1** 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 Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the advanced settings.
- B. The Enable Rollup Reports option is NOT selected in the advanced settings.
- C. The user does NOT have the compensation rollup permission in role-based permissions.
- D. The <comp-include-report> option is NOT set in the compensationplan template XML.

**Answer:** D

**NO.2** You want to prevent planners from entering a negative merit increase in the compensation worksheet. Which configuration steps must you perform? Please choose the correct answer.

- A. Create a guideline rule with the Force Default On Rating Change option set to Yes in Admin Tools. Delete the <comp-guideline-pattern> in the form template XML.
- B. Select the Enable Guideline Optimization setting in Admin Tools. Delete the <comp-guideline-pattern> in the form template XML.
- C. Enable a hard limitstop for the minimum merit guideline in Admin Tools. Set the minimum value to 0 for all guideline formulas.
- D. Create a guideline rule with the High/Low Action option set to Allow in Admin Tools. Define each guideline formula with default value of 0

**Answer:** C

**NO.3** Your customer gives planners total discretion within their budget for merit planning and does NOT use guidelines. Your customer also prorates final payouts according to how many months the employee has been with the company. How can you accomplish this? Please choose the correct answer.

- A. Set the includeSalaryProrating option to "true" in the template XML and use imported proration.
- B. Use the Admin Tools to configure raise proration for date-based proration.
- C. Set the includeRaiseProrating option to "true" in the template XML and use imported proration.
- D. Use the Admin Tools to configure salary proration for imported proration.

**Answer:** A

**NO.4** When must you configure a template to be local currency centric? There are 2 correct answers.

- A. When you want planners to input data in the currency type in which the employee is paid.
- B. When you want the system to assign each employee to the correct currency code based on the employee's country.
- C. When you want the worksheet to display the budget in the local currency of the planner.
- D. When you want to import employee salary in the currency in which the employee is paid.

**Answer:** A,D

**NO.5** Your customer requires the stock budget allocation for each employee to be visible on the compensation worksheet. How can you achieve this?

Please choose the correct answer

- A. Add a guideline field in the design worksheet labeled as "Stock Budget Allocation".

- B.** Add a new budget calculation based on "User" and use "STOCK\_BUDGET\_STOCK\_AMOUNT" as the import key.
- C.** Create a custom field and use the Direct Amount budget mode for stocks.
- D.** Create a custom field and pull data from the "STOCK\_BUDGET\_STOCK\_AMOUNT" column of the user U data file (UDF)

**Answer:** B