



# QUESTION & ANSWER

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**Exam : C\_THR86\_2105**

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

**Version : DEMO**

1. Your customer wants to round up all dollar figures in the compensation form to the nearest hundred dollars.

What XML code do you need to include in the template to accomplish this? Please choose the correct answer.

- A. `<comp-number-format-ext id="defMoneyFormat" mode="truncate" useFor="money">`
- B. `<comp-number-format-ext id="defMoneyFormat" mode="truncate" useFor="money">`
- C. `<comp-number-format-ext id="defMoneyFormat" mode="truncate" useFor="money">`
- D. `<comp-number-format-ext id="defMoneyFormat" mode="round" useFor="money">`

**Answer: C**

2. 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.

- A. `showColorBar`
- B. `backgroundColor`
- C. `comp-benchmark-color`
- D. `comp-guideline-pattern`

**Answer: C**

3. Which compensation column in the User Data File (UDF) is required for multi-currency deployments?

Please choose the correct answer.

- A. Functional currency code
- B. Country
- C. Local currency code
- D. Salary type

**Answer: C**

4. Each employee has a custom number code assigned to them, However, your customer wants to display the name instead of the code on the worksheet. If the code is NOT in the table, the customer wants blanks to be displayed.

What would you define as the last row in your lookup table? Please choose the correct answer.

- A. A blank in the input agreement with blanks as the output.
- B. N/A as the input agreement with blanks as the output.
- C. FALSE as the input agreement with blanks as the output.
- D. An asterisk (\*) in the input agreement with blanks as the output.

**Answer: D**

5. When would you create budget groups? There are 2 correct answers.

- A. When a customer requires a cascading budget
- B. When a customer requires different budget strategies for each location
- C. When a customer wants group assignments to change dynamically
- D. When a customer requires different guidelines ranges for each department.

**Answer: B,D**