



# QUESTION & ANSWER

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**Exam : C\_THR86\_2205**

**Title :** SAP Certified Application  
Associate - SAP  
SuccessFactors  
Compensation 1H/2022

**Version : DEMO**

1. Your customer wants the guidelines for an employee's merit recommendation to be prorated based on the employee's date of last hire. The date of last hire is different than the employee's original hire date. How can you fulfill this requirement?

- A. Use salary proration and import the employee's last hire date in the SALARY\_PRORATING\_START\_DATE Column
- B. Use raise proration and import the employee's last hire date in the RAISE\_PRORATING\_START\_DATE column
- C. Use salary proration and set the review the equal to the employee's last hire date
- D. Use raise proration and import a proration factor in SE PRORATING column

**Answer: A**

2. A customer's performance process has a collaboration step that happens after the compensation forms are launched. The customer is using compensation guidelines with defaults.

How can you ensure default guidelines are fully reflected when a

- A. RE run update all worksheets job from manage worksheet
- B. Set the force default on rating within guidelines to NO
- C. Set the default guidelines associated with the original performance rating to YES

**Answer: C**

3. When would you run the update all worksheets function? 2 correct answers

- A. when a new hire or termination occurs
- B. when an administrator manually moves an employee to a new worksheet
- C. When managers make a change to performance rating on a performance form

**Answer: A,C**

4. Which rating source combinations can you use to configure a compensation plan template? 2 correct answers

- A. A rating from a 360 form A comp rating from the compensation worksheet for employees who do not have 360 form
- B. A rating from a performance management PM form A rating from a different PM form, depending on which PM form was assigned to an employee
- C. A rating from a performance management RM form A comp rating from the worksheet for employee who do not have PM form

**Answer: B,C**

5. You configure the following salary rule in the compen useFor="merit" benchmark="range-penetration" actionO [comp-salary-rule-threshold > <message-on-exceed

- A. The rule sends the planner that the range penetration threshold has been exceeded and the merit Field text turns red '—' The planner can save the merit recommendation
- B. A pop-up message the planner if the exceeded amount should be assigned to Lump Sum \*—'The planner view the merit recommendation by selecting Cancel in the pop-up message
- C. The rule prevents the planner from saving the merit increase. The planner must go back and change their merit recommendation
- D. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum. The

planner CANNOT h merit increase by selecting Cancel in the pop-up message

**Answer: C**