Exam : **C_THR86_2311**

Title : SAP Certified Application Associate - SAP SuccessFactors Compensation 2H/2023

Version : DEMO

1.In provisioning for your customer's instance you select the 'Assign default required field values for new users if none specified' option You want to import a compensation-specific user data file (UDF).
Which columns are required? Note: There are 2 correct answers to this question.
A. STATUS
B. USERNAME
C. USERID
D. MANAGER
Answer: A C

2.What happens to compensation forms when the currency conversion table is updated during the planning period?
A. In-progress forms are only affected when Update All Worksheets is run
B. Change is dynamic to in-progress forms
C. In-progress forms are NOT affected
D. Only completed forms ate affected
Answer: B

3.A customer is using the Standard Manager hierarchy and would like the following approval process:
1. Planning Manager/
2. Next Level Manager/
3. Reward Team member who launched the forms.
How will you set this up in the Route Map?
A. Employee - Manager - User
B. Manager - Manager s Manager - Originator
C. Employee - Manager - Originator
D. Manager - Manager s Manager - User
Answer: C

4.A customer would like percentage fields to only show decimal places if they are available. For example 40 00% should display as 40%, but if the percentage calculation is 40.54%. they want to display the decimal places.
What number format should you use?
A. defAmountFormat # ##0
B. defPercentFormat #
C. defPercentFormat #00
D. defPercentFormat #
Answer: C

5.Your customer has employees in five different countries In those countries, a total of three different languages are used English. German and French. The end-of-cycle compensation statement needs to be in each of those three languages.
How can you accomplish this using the standard compensation statement template?
A. Create one version of the statement Clone the statement and translate the text into the two other languages. Use statement groups based on the employee preferred language to appropriately assign the

template.

B. Create one version of the statement Clone the statement and translate the text into the two other languages. Use statement groups based on the employee country to appropriately assign the template.

C. You need to use a custom statement. Use statement groups based on the employee country to appropriately assign the template.

D. Create one version of the statement that has all three languages sequentially. Assign this template to all employees.

Answer: B