Vendor: SAP

Exam Code: C_THR81_1411

Exam Name: SAP Certified Application Consultant - SuccessFactors

Version: DEMO

QUESTION 1
Which of the following is a recommended option for updating the Employee Profile with
compensation data?
There are 2 correct answers.
Response:

A. Publish new compensation data from the compensation worksheet directly to the Employee
   Profile in a standard compensation portlet.
B. Create a custom portlet on the employee profile and import compensation data to the portlet
   using the Import Extended User Information option.
C. Permission Human Resource users to enter compensation data on fields in a custom background
   portlet as part of the profile completion process.
D. Import historical compensation data in custom compensation columns on the user data file (UDF)
   and create a custom background portlet to display the data.

Answer: AB

QUESTION 2
When would you run the Update All Worksheets function?
There are 3 correct answers.
Response:

A. When an administration manually moves an employee to a new worksheet.
B. When a new hire or termination occurs.
C. When a manager makes a change to a performance rating on a performance form.
D. When an administration changes the data in a look-up table.
E. When an administration change the layout of the compensation plan template.

Answer: BCD

QUESTION 3
What must you do before generating compensation statements?
Please choose the correct answer.
Response:

A. Send worksheets to the completed step in the route map.
B. Publish the final compensation data to the employee profile.
C. Grant all managers permission to launch statements.
D. Recall compensation statements from the previous year.

Answer: A

QUESTION 4
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.
Response:

A. Set SALARY_PRORATING in the user data file (UDF) to the percent that the employees work full
   time.

B. Set the XML tag "isActualSalaryImported" to TRUE in the compensation plan template.
C. Add the standard FTE field to the compensation plan template.
D. Set COMPENSATION_SAL_RATE_TYPE in the user data file(UDF) to FULL_TIME or PART_TIME

Answer: C

QUESTION 5
Your customer needs a budget that calculates a percentage of imported values for each employee on the compensation worksheet.
Which Based On option can you use to fulfill this requirement?
Please choose the correct answer.
Response:

A. Import
B. Group
C. Template
D. User

Answer: D

QUESTION 6
You have created a route map and have entered information for all options in each step.
You have also configured To Dos for the Home Page.
Which field appears in the planner's To Do List on the Home Page when the worksheet is in their inbox?
Please choose the correct answer.
Response:

A. Step Description
B. Step Introduction &Mouseover Text
C. Step ID
D. Step Name

Answer: D

QUESTION 7
You configured merit guidelines as shown in the attached screenshot.
If an employee has a rating of 3.05 what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?
Please choose the correct answer.
Response:

A. 0% - 0%
B. 3% - 5%
C. 0% - 10%
D. 2% - 4%

Answer: D

QUESTION 8
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.
Response:

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

Answer: A

QUESTION 9
You use date-based proration and you do NOT include dates in the user data file (UDF) for an employee. What dates does the system use to calculate the proration percent?
Please choose the correct answer.
Response:

A. The review start date and review end date configured in the compensation template.
B. January 1 to December 31 of the current year.
C. The start date and end date of the customer's fiscal year.
D. The start date and end date of the compensation worksheet.

Answer: C

QUESTION 10
Which compensation permissions are typically enabled for human resource business partners?
There are 3 correct answers.
Response:

A. Change User Information
B. Run Ad Hoc Reports
C. Manage Plan Template
D. Compensation Management
E. Executive Review Read

Answer: BDE

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