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**Exam** : **C\_THR86\_1502**

**Title** : SAP Certified Application  
Associate - SuccessFactors  
Compensation

**Vendor** : SAP

**Version** : DEMO

NO.1 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.

Choose one:

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

**Answer:** D

NO.2 Your customer is an international company with a wide variety of salary ranges.

The customer wants to use compa ratio to determine merit guidelines.

How could you configure the pay matrix table for this client?

Please choose the correct answer.

Response:

- A. Use four custom attributes.
- B. Annualize all salary ranges.
- C. Add the pay grade as a value in the pay matrix table.
- D. Use functional currency for the salary ranges.

**Answer:** D

NO.3 Which actions can you perform on the Add/Edit Statement Templates screen in Admin Tools when creating a compensation statement from SuccessStore templates?

There are 3 correct answers.

Response:

- A. Reference the company logo URL and change the title of the statement.
- B. Configure the statement to include conditional logic for the statement text.
- C. Customize the statement text to fit your customer's company and culture.
- D. Configure the statement for multiple languages.
- E. Change the order of the compensation fields.

**Answer:** A,C,E

NO.4 According to SuccessFactors' best practice, what must you include when you set up a compensation route map?

Please choose the correct answer.

Choose one:

- A. A signature step as the final step before completion
- B. The Get Feedback button in the HR approval step
- C. A staging step as the last modify step
- D. At least five steps of manager review and approval

**Answer:** C

NO.5 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 start date and end date of the compensation worksheet.
- B. January 1 to December 31 of the current year.
- C. The review start date and review end date configured in the compensation template.
- D. The start date and end date of the customer's fiscal year.

**Answer:** D

NO.6 A planner recommends a \$5000 equity award. Using the stock value table as shown in the attached screenshot and a 50/50 value awardsplit between stock and options, how many units of each does the employee receive?

Please choose the correct answer.

Response:

- A. 200 shares of stock and 334 options
- B. 25 shares of stock and 15 options
- C. 125 shares of stock and 125 options
- D. 100 shares of stock and 167 options

**Answer:** D

NO.7 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.

Response:

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

**Answer:** B

NO.8 Which of the following can a user do to export all of the compensation data from SuccessFactors to another system?

There are 2 correct answers to this question.

Response:

- A. Select the Aggregate Export option from Compensation Home.
- B. Select the Enable Roll-up Reports option in Advanced Settings.
- C. Create a Compensation Planning ad hoc report.
- D. Export the user data file (UDF) to send as a report.

**Answer:** A,C