



# IT認證考試題庫 專業平臺

考證寶提供最新考古題與模擬試題  
協助您高效通過認證考試

[www.kaozhengpro.com](http://www.kaozhengpro.com)

**Exam** : **C\_THR82\_1411**

**Title** : SAP Certified Application  
Consultant –  
SuccessFactors  
Performance and Goals

**Version** : Demo

1.A customer wants to display the compensation history in the compensation profile.  
When setting up the compensation history section, what can you use as a data source? (Choose two.)

- A. Fields from multiple plan templates
- B. Fields from a background section of the employee profile.
- C. Fields imported via the user data file (UDF)
- D. Fields from the current compensation worksheet.

**Answer:** A,D

2.Which element in the compensation plan template XML controls the lump sum split?

- A. <comp-budget-rule>
- B. <comp-salary-rule>
- C. <comp-rule>
- D. <comp-calculation>

**Answer:** B

3.You configure the following salary rule in the compensation plan template XML.

```
<comp-salary-rule useFor="merit" benchmark="range-penetration"
actionOnExceed="disallow"><comp-salary-rule-threshold>100.0</comp-salary-rule-
threshold><message-on-exceed><![CDATA[
You have exceeded the maximum of the salary range.
]]></message-on-exceed></comp-salary-rule>
```

On the compensation worksheet, a planner enters a merit increase, which puts the employee's final salary over the maximum for the salary range.

How does the system behave?

- A. A popup message asks the planner if the exceeded amount should be assigned to lump sum. The planner cannot save the merit increase by selecting "Cancel" in the pop-up message.
- B. The rule prevents the planner from saving the merit increase. The planner must go back and change their merit recommendation.
- C. The rule alerts the planner that the range penetration threshold has been exceeded and the merit field text turns red. The planner saves the merit recommendation.
- D. A popup message asks the planner if the exceeded amount should be assigned to lump sum. The planner can save the merit recommendation by selecting "Cancel" in the pop-up message.

**Answer:** B

4.Your customer wants employees to copy goals from a prior plan in to their current goal plan?

What button do you enable to implement this requirement?

- A. SMART Goal wizard
- B. TGM/CDP objective transfer wizard
- C. Mass assign
- D. Add goal

**Answer:** B

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

- A. Country

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

**Answer: D**