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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Permissions: This section of the exam measures the knowledge of Compensation Analysts in managing role-based permissions for compensation planners and administrators. It includes securing access to forms, fields, and processes.
Topic 2	<ul style="list-style-type: none"> Compensation Worksheets: This section of the exam evaluates the knowledge of Compensation Analysts in managing compensation worksheets. It involves planning templates, columns, formulas, and worksheet behavior needed to support merit, bonus, and stock processes.

Topic 3	<ul style="list-style-type: none"> • Reports and Workflows: This section of the exam evaluates the proficiency of SAP Consultants in setting up reports and approval workflows. It covers route maps, executive reviews, and standard reporting capabilities.
Topic 4	<ul style="list-style-type: none"> • Set Up Import Tables: This section of the exam assesses the ability of Compensation Analysts to configure and import required compensation-related tables. It includes loading lookup tables and data required for business rules and logic.
Topic 5	<ul style="list-style-type: none"> • Managing Employee Specific Data: This section of the exam assesses the skills of SAP Consultants in handling employee-specific data used in compensation planning. It includes importing and mapping fields like pay, performance, and custom metrics.
Topic 6	<ul style="list-style-type: none"> • Compensation Statements: This section of the exam assesses the ability of SAP Consultants to configure and generate employee-facing compensation statements. It includes statement templates, design options, and output settings to ensure clear communication of compensation results.
Topic 7	<ul style="list-style-type: none"> • Implementation Test: This section of the exam evaluates the understanding of Compensation Analysts in verifying system configuration using implementation test tools. It includes basic validation and troubleshooting before plan launch.
Topic 8	<ul style="list-style-type: none"> • Compensation Plan Guidelines: This section of the exam measures skills of Compensation Analysts and covers the configuration of compensation plan guidelines, including eligibility and budgeting parameters that guide manager decisions during compensation cycles.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q49-Q54):

NEW QUESTION # 49

You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.

An employee in the US has a rating of 3. What will be their default merit increase?

- A. 0%
- B. 2%
- C. 1%
- D. 4%

Answer: B

NEW QUESTION # 50

What can be configured under Define Standard Validation Rules? Note: There are 2 correct answers to this question.

- A. Force comment when recommendation is outside guidelines.
- B. Disallow save when budget is exceeded.
- C. Update guideline hard limit.
- D. Split to Lump Sum when exceeding salary range.

Answer: A,D

NEW QUESTION # 51

For which customer requirement do you need to develop a custom statement?

- A. Mix of data from compensation variable pay
- B. Different statements per employee group
- C. Pie graph showing compensation element distribution
- D. Field visibility is conditional on amount

Answer: C

Explanation:

SAP SuccessFactors Compensation statements do not support advanced graphical elements like pie charts directly within standard statements.

* Creating Custom Statements for Graphs

* Option B: A custom statement would be required to include advanced elements such as pie graphs, as standard statement templates do not natively support graphical components.

* Why Other Options Are Incorrect

* Option A (mix of data from compensation and variable pay), Option C (different statements per employee group), and Option D (conditional field visibility based on amount) are all possible with standard statement configurations.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Custom Statement Development and Standard vs. Custom Statement Capabilities.

NEW QUESTION # 52

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- B. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.
- C. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- D. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.

Answer: C

Explanation:

To include a specific population of inactive employees in the worksheet, select settings that specify inclusion criteria for inactive users and adjust eligibility accordingly.

* Option C: "Select 'Including Inactive Users' when defining the Method of Planner, select 'All employees are eligible' under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees."

* By enabling the "Including Inactive Users" option, planners can ensure that inactive employees are part of the worksheet. Setting "All employees are eligible" provides a base eligibility, while the eligibility rules can then specifically include only the desired inactive employees based on criteria set in the rule.

: SAP SuccessFactors Compensation Guide > Eligibility Configuration > Including Inactive Users in Worksheets.

Explanation for Incorrect Options:

Option A would exclude desired inactive employees instead of including them.

Option B does not set the "Including Inactive Users" option, which is necessary for inactive employees.

Option D does not include inactive employees in the initial settings, missing the requirement for the "Including Inactive Users" setting.

NEW QUESTION # 53

Your customer has a compensation plan template with the functional currency USD. The manager's own currency is EUR. The manager's compensation worksheet contains employees who are paid in the following currencies: EUR, USD, CHF, GBP. Which view must you enable to make sure the manager can display the salary of all of their employees in GBP?

- A. The includeAnyCurrency view
- B. The includeFunctionalCurrency view
- C. The includePlannerCurrency view
- D. The includeLocalCurrency view

Answer: D

NEW QUESTION # 54

