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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• Plan Settings: This section of the exam measures the skills of SAP Consultants in defining plan-level configurations. It includes cycle setup, planner eligibility, planner hierarchy, and general settings required to operationalize compensation plans.
Topic 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q43-Q48):

NEW QUESTION # 43
Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.
How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.
- B. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- C. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- D. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.

Answer: A

Explanation:
To display the Lump Sum item on the compensation statement for sales employees only, use a condition based on whether the Lump Sum amount is greater than 0.
* Option D: "You can include the Lump Sum item in the statement template and set a condition on its display so that it will only be shown if it is greater than 0."
* By including the Lump Sum field and setting a display condition where it only appears if the Lump Sum amount is greater than 0, the statement will automatically hide the Lump Sum item for non-sales employees (who would have a 0 value for this field).
: SAP SuccessFactors Compensation Guide > Statement Configuration > Setting Conditional Display for Statement Items.
Explanation for Incorrect Options:
Option A would affect worksheet visibility but not the statement display.
Option B suggests creating a separate template, which is unnecessary.
Option C proposes adding a disclaimer rather than using a conditional display, which may be less professional.

NEW QUESTION # 44
Your customer is based in the UK has a functional currency of GBP. However, they also have offices in the US (USD), France (EUR), Germany (EUR). They would like the budget displayed in local currency for all planners - for example, German planners see the budget in EUR, not GBP.
How can you best accomplish this?
Note: There are 2 correct answers to this question.

- A. Use budget grouping group on the local currency code.
- B. Have four separate templates, one for each country.
- C. Disable Functional Currency mode.
- D. Enable Planner Currency mode.

Answer: A,D

NEW QUESTION # 45
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. MANAGER
- B. STATUS
- C. USERID
- D. USERNAME

Answer: B,C

NEW QUESTION # 46
Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Enable a hard limit stop for the merit guideline in Admin Center.
  * Set the maximum value to 0.10 for all guideline formulas.
- B. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
  * Define each guideline formula with a default value of 10.
- C. Set the guideline pattern to be low-high.
  * Set the high value for all guidelines to be 10.
- D. Enable a hard limit stop for the merit guideline in Admin Center.
  * Set the maximum value to 10 for all guideline formulas.

Answer: D

NEW QUESTION # 47
Your customer has the following requirements for their compensation plan:
1.Allow planners to make recommendations outside of the high/low values.
2. Display only the max min values in the compensation worksheet.
Which guideline rule settings must you set to fulfill these requirements?

- A. In Display Settings use min-max
  *Hard Limit: No
  *High/Low Action: Warn
- B. In Display Settings use min-max
  *Hard Limit: No
  *High/Low Action: Allow
- C. In Display Settings use min-max
  *Hard Limit: Yes
  *High/Low Action: Allow

- D. In Display Settings use low-high
  *Hard Limit: Yes
  *High/Low Action: Allow

Answer: B

Explanation:
To allow planners to make recommendations outside of the high/low values but only display max and min values on the worksheet:
* Option A: "In Display Settings use min-max, Hard Limit: No, High/Low Action: Allow"
* Min-max display shows only the minimum and maximum guideline values. Setting Hard Limit to "No" allows planners to make recommendations outside these values, and High/Low Action:
Allow enables the flexibility needed by the client.
: SAP SuccessFactors Compensation Guide > Guideline Management > Setting High/Low and Hard Limit Options.
Explanation for Incorrect Options:
Options B, C, and D include settings that would restrict planner flexibility or incorrectly display guideline ranges.

NEW QUESTION # 48
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