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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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	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.

Topic 5	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	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 7	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 8	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q45-Q50):

NEW QUESTION # 45

What is the recommended leading practice workflow for a compensation template?

- A. Manager Planning → Next Level Manager Review → HR Manager Planning → Complete
- B. Process Setup Manager Planning → Next Level Manager Review → Third Level Manager Review → Complete
- C. Process Setup → Manager Planning → Next Level Manager Review → Final Review → Complete
- D. Manager Planning → Next Level Manager Review → Compensation Admin Review → HR Manager Planning → Complete

Answer: C

NEW QUESTION # 46

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. OData
- C. SOAP
- D. IDoc

Answer: B,C

NEW QUESTION # 47

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND_MANAGER columns?

- A. MANAGER: NO_MANAGER
* SECOND MANAGER: blank
- **B. MANAGER: NO_MANAGER**
*** SECOND_MANAGER: NO_MANAGER**
- C. MANAGER: blank
* SECOND MANAGER: blank
- D. MANAGER: blank
* SECOND MANAGER: NO_MANAGER

Answer: B

NEW QUESTION # 48

What checks can you make with the Check tool? Note: There are 2 correct answers to this question.

- A. Custom validations correctly configured
- **B. Circular hierarchies for form creation**
- **C. Accuracy of formula calculations**
- D. Reportable fields correctly configured

Answer: B,C

NEW QUESTION # 49

Your customer would like the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review. However, they want to make sure that this is only possible during the last week of the planning cycle. How can you achieve this?

- A. Create a custom editable Money field use custom validation to check that values are NOT entered until the correct date.
- B. Create a custom read-only Money field change read-only to No on the correct date.
- C. Create a custom editable Money field with field-based permissions set to read-only. Change the permissions to editable on the correct date.
- **D. Create a custom editable Money field. In the formula to calculate the final salary, use the dateDiff() function to determine if the custom column can override the calculated value.**

Answer: D

NEW QUESTION # 50

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