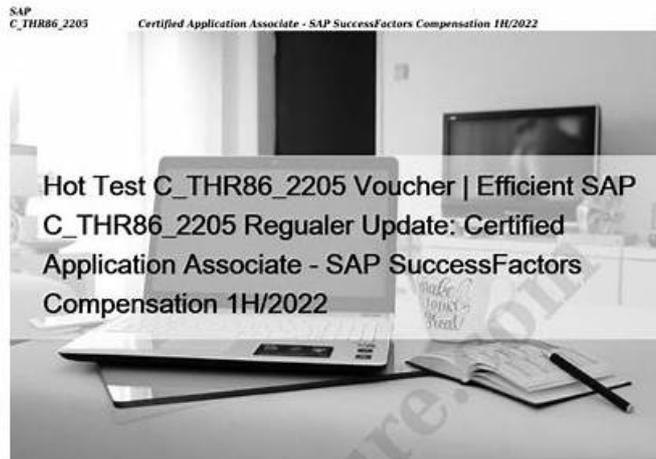


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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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 4	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q34-Q39):

NEW QUESTION # 34

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- C. SAP Business Accelerator Hub

Answer: C

NEW QUESTION # 35

Your client wants to display a paragraph in the body of the Compensation Statement that is displayed only to employees who are on a Performance Improvement Plan (PIP). An employee is on a PIP if they have a rating of 1 or 2. The standard Rating column is available on the worksheet.

However, the client does not want the rating itself to ever be displayed on the Statement. How can you satisfy this requirement?

- A. Include the rating on the statement in the right section.
 - *Include a Conditional Text Section on the statement using the rating field as a condition.
 - *Ensure the rating field is hidden on the statement by setting an impossible display condition.
- B. Include the rating on the statement in the right section.
 - *Include a Conditional Text Section on the statement using the rating field as a condition.
 - *Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- C. Include a Conditional Text Section on the statement using the rating field as a condition because all columns on the worksheet are available for conditional logic.
 - *Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- D. Add a paragraph to the body of the Statement that states that the section applies only to those who are on a Performance Improvement Plan those employees who are not may ignore the paragraph.

Answer: C

Explanation:

To meet the requirement of displaying a paragraph only for employees on a Performance Improvement Plan (PIP) without showing the rating, the use of conditional text combined with field-based permissions is the best approach.

* Conditional Text Section and Field-Based Permissions

* Option D: A conditional text section allows you to set conditions (such as rating equals 1 or 2) to display specific content only for certain employees. Using field-based permissions to hide the rating ensures it is not displayed on the worksheet or statement.

* Why Other Options Are Incorrect

* Options A and B involve including the rating in the statement, which the client does not want.

* Option C (adding a paragraph for all employees with a note) does not selectively display the content based on PIP status.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Conditional Text Sections and Field-Based Permissions.

NEW QUESTION # 36

You configured merit guidelines as shown in the screenshot.

If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

- A. 0%-0%
- B. 2%-4%
- C. 3%-5%
- D. 1%-2%

Answer: B

NEW QUESTION # 37

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create an editable string field with enumerated values.
- B. Create an editable string field make it reportable.
- C. Create a read-only string field make it reloadable.
- D. Create a read-only string field make it reportable.

Answer: A

NEW QUESTION # 38

What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. Change is dynamic to in-progress forms.
- B. In-progress forms are only affected when Update All Worksheets is run.
- C. Only completed forms are affected.
- D. In-progress forms are NOT affected.

Answer: A

Explanation:

When the currency conversion table is updated during a planning period, in-progress forms reflect these changes dynamically.

* Option C: "Change is dynamic to in-progress forms."

* In SAP SuccessFactors Compensation, currency conversion updates affect in-progress worksheets immediately and dynamically without the need for manual updates. This feature ensures accurate currency data throughout the planning period.

: SAP SuccessFactors Compensation Guide > Currency Management > Impact of Currency Conversion Updates on In-Progress Worksheets.

Explanation for Incorrect Options:

Option A is incorrect because in-progress forms are indeed updated dynamically.

Option B incorrectly states that only completed forms are affected.

Option D suggests that a manual update is required, which is not the case for currency conversion updates.

NEW QUESTION # 39

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