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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	• 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 3	• 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 4	• 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 5	• 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 6	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q63-Q68):

NEW QUESTION # 63
Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.
How do you build the eligibility rule to make this happen?

- A. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.
- B. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.
- C. Check if the Event Reason is New Hire the effective date is 2 years ago.
- D. Check the Hire Date field to see if the employee started at least 2 years ago.

Answer: D

NEW QUESTION # 64
When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When there has been an update to a lookup table
- B. When a performance rating is updated
- C. When an administrator changes the layout of the compensation plan template to add a new column
- D. When an administrator makes a change to Field Based Permissions
- E. When there has been a change to an eligibility rule

Answer: A,B,E

Explanation:
The "Update All Worksheets" function in SuccessFactors Compensation is essential for synchronizing employee data changes across worksheets. It's used in specific scenarios:
* Update to a Lookup Table (Option A):
* Lookup tables are used for values such as exchange rates, merit guidelines, or budget percentages. If these values are updated, running "Update All Worksheets" ensures that the revised values apply across all worksheets.
* Performance Rating Update (Option B):

* If an employee's performance rating is modified in Employee Central or Performance Management, the update function ensures that the latest rating is reflected on the Compensation worksheet, which could affect merit or bonus calculations.
* Eligibility Rule Change (Option E):
* Changes in eligibility criteria, such as grade level or employment status, necessitate running
"Update All Worksheets" to ensure only eligible employees remain active on the worksheet, with any ineligible ones becoming grayed out or removed based on rule settings.
Excluded Options:
* Layout Change in Template (Option C): Changes to layout don't require an update to all worksheets as this doesn't affect employee data or calculations.
* Field Based Permissions (Option D): Field-based permission changes are applied immediately and don't require an update to worksheets.
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SAP SuccessFactors Compensation Guide, refer to the "When to Use the Update All Worksheets Function" section, detailing scenarios where data recalculations are necessary.

NEW QUESTION # 65
What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

- A. Import salary history into the profile.
- B. Promote an employee.
- C. View budgets.
- D. Enter recommendations.
- E. Display salary history.

Answer: B,D,E

NEW QUESTION # 66
Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.
How can you accomplish this?

- A. Create multiple statement templates use groups.
- B. Use the suppress statement function.
- C. Use two compensation worksheet templates.
- D. Use conditional text sections in the statement editor.

Answer: D

NEW QUESTION # 67
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 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.
- C. 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.
- D. 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.

Answer: B

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 # 68
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