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## SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 6	<ul style="list-style-type: none"><li>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.</li></ul>

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

#### NEW QUESTION # 45

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

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

**Answer: A**

#### NEW QUESTION # 46

Your customer uses SAP SuccessFactors Employee Central has the following setup:

\*Pay Component (id = "SALARY")

\*Pay Component (id = "CARALLOWANCE")

\*Pay Component (id = "HOUSEALLOWANCE")

\*Pay Component Group (id = "TC") made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.

The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- A. Map TC to the standard Current Salary field.  
\*Use the Merit column for the TC update.  
\*Extract the new TC with a report manually create import files to update EC.
- B. Map TC to the standard Current Salary field.  
\*Use the Merit column for the TC update.  
\*Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- C. Map TC to the standard Current Salary field.  
\*Use the Merit column for the TC update.  
\*Use the finSalary field some custom columns to calculate the components publish those back to EC.
- D. Map SALARY to the standard Current Salary field TC to meritTarget.  
\*Use merit to update the TC use custom fields to allow planners to update the allowances.  
\*Publish each component back separately.

**Answer: B**

Explanation:

When a customer uses SAP SuccessFactors Employee Central with specific pay components and a Pay Component Group (PCG) designated for total cash (TC), integration configurations can help manage the pay components based on the planner's adjustments in the compensation module. Here's how the setup can be achieved to maximize integration and minimize manual updates:

\* Option B: "Map TC to the standard Current Salary field. Use the Merit column for the TC update.

Publish the finSalary value back to the pay component group in EC and have business rules split the sum into the components."

\* By mapping the total cash (TC) to the Current Salary field and using the Merit column for any updates, planners can adjust TC directly. The finSalary field can be configured to reflect the adjusted TC, which can then be published back to Employee Central.

Business rules in Employee Central will then split the updated TC value among the components (SALARY, CARALLOWANCE, HOUSEALLOWANCE) based on predefined rules, ensuring that allowances remain consistent with the employee's grade.

: SAP SuccessFactors Compensation and EC Integration Guide > Configuring Pay Component Groups > Publishing Total Compensation Components.

Explanation for Incorrect Options:

Option A involves extra custom columns and manual calculations, which increases complexity.

Option C suggests a manual import process, which is labor-intensive and contrary to integration best practices.

Option D proposes a setup where SALARY is mapped to Current Salary and TC to meritTarget, which complicates the TC update process and is less optimal for integrated workflows.

#### NEW QUESTION # 47

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget\_table",customCountry,1))/100.

The lookup table "budget\_table" is configured with one input one output. There are three rows in the table:

- \* USA = 5
- \* GBR = 3
- \* \*=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Change the column to be of the Amount type.
- B. Surround the lookup function with the toNumber function.
- C. Surround the curSalary with the toString function.
- D. Remove the extra parentheses.

**Answer: B**

#### NEW QUESTION # 48

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

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

**Answer: A**

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 # 49

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change.

What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. New forms need to be created because an error will be shown.
- B. The employee becomes ineligible.

- C. The new pay grade is displayed.
- D. The pay grade remains the same as it was when the forms were created.

**Answer: D**

## NEW QUESTION # 50

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