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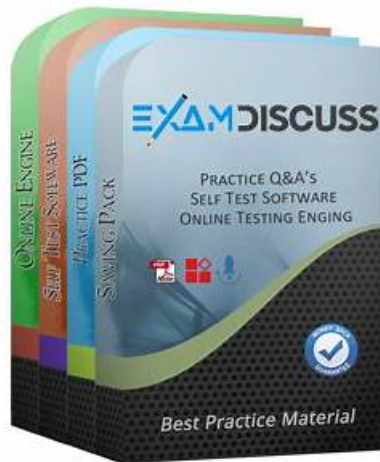
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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q42-Q47):

NEW QUESTION # 42
What are the valid hierarchy types available when selecting the Method of Planner in Compensation? Note:
There are 3 correct answers to this question.

- A. Standard Suite hierarchy
- B. HR Manager hierarchy
- C. Standard Suite hierarchy (including Inactives)
- D. Compensation hierarchy (Second Manager)
- E. Rollup hierarchy (including Inactives)

Answer: A,D,E

NEW QUESTION # 43
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. The pay grade remains the same as it was when the forms were created.
- B. The employee becomes ineligible.
- C. New forms need to be created because an error will be shown.
- D. The new pay grade is displayed.

Answer: A

NEW QUESTION # 44

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. Enable a hard limit stop for the merit guideline in Admin Center.
  * Set the maximum value to 10 for all guideline formulas.
- D. Set the guideline pattern to be low-high.
  * Set the high value for all guidelines to be 10.

Answer: C

NEW QUESTION # 45

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus. What is the correct syntax to calculate the adjustment budget?

- A. toNumber(lookup("2018_BudgetPool", customCountry,customStatus,adjustment))"curSalary
- B. toNumber(lookup("2018_BudgetPool", customCountry,customStatus,1))"curSalary
- C. toNumber(lookup("2018_BudgetPool,customCountry, customStatus, Adjustment))*curSalary
- D. toNumber(lookup("2018_BudgetPool", customCountry.customStatus,2))"curSalary

Answer: B

NEW QUESTION # 46

A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%. How would you proceed?

- A. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.
- B. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- C. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- D. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.

Answer: D

NEW QUESTION # 47

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