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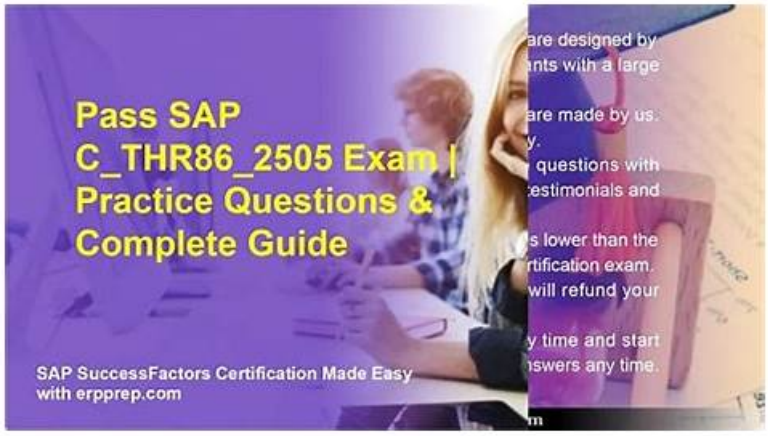

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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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	• 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	• 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 6	• 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 (Q11-Q16):

NEW QUESTION # 11
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 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.
- B. 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.
- C. 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.
- D. 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.

Answer: D

NEW QUESTION # 12
Which of the following scenarios involving a Lookup table are valid solutions to a customer requirement?
Note: There are 2 correct answers to this question.

- A. To determine a budget percentage that is based upon employee Country Job Category.
- B. To determine the proper Event Reason for EC publishing based on employee Country.
- C. To determine the median salary of an employee based upon Pay Grade, Legal Entity, FTE.
- D. To choose between two Event Reasons for EC publishing based upon whether an employee received a promotion with their pay adjustment.

Answer: A,B

NEW QUESTION # 13
A customer is using the Standard Manager hierarchy would like the following approval process:
1. Planning Manager

2. Next Level Manager
3. Reward Team member who launched the forms How will you set this up in the Route Map?

- A. Employee Manager - User
- B. Manager - Manager's Manager - User
- C. Manager - Manager's Manager - Originator
- D. Employee Manager - Originator

Answer: D

NEW QUESTION # 14
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. Surround the curSalary with the toString function.
- B. Remove the extra parentheses.
- C. Change the column to be of the Amount type.
- D. Surround the lookup function with the toNumber function.

Answer: D

Explanation:
In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:
* Option B: "Surround the lookup function with the toNumber function."
* In this formula, (curSalary lookup("budget_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget_table", customCountry, 1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.
: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.
Explanation for Incorrect Options:
Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.
Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.
Option D does not impact the data type and thus would not resolve the issue.

NEW QUESTION # 15
Which of the following tasks require that worksheets are moved to Complete before they can be performed?
Note: There are 2 correct answers to this question.

- A. Exporting data from Executive Review
- B. Publishing Compensation Results in Employee Central
- C. Compensation Plan Activity Audit
- D. Generating Compensation Statements

Answer: B,D

Explanation:
In SAP SuccessFactors Compensation, certain actions require that worksheets are marked as "Complete" to finalize and lock in all data. This requirement ensures data integrity and consistency across various processes in the compensation cycle.
* Option A: "Generating Compensation Statements"
* Before generating compensation statements, it is necessary to complete the worksheets. Once a worksheet is marked as "Complete," it locks the data, allowing for consistent and finalized data to be used in the compensation statements.
: SAP SuccessFactors Compensation Guide > Worksheet Management > Requirements for Generating Statements.
Option B: "Publishing Compensation Results in Employee Central"

Publishing compensation data to Employee Central also requires worksheets to be in the "Complete" status.
This ensures that only verified and approved data is transferred to Employee Central, preventing any discrepancies.
Reference: SAP SuccessFactors Compensation and Employee Central Integration Guide > Publishing Compensation Data > Requirements for Publishing to Employee Central.
Explanation for Incorrect Options:
Option C (Exporting data from Executive Review) does not require worksheets to be marked as complete.
Option D (Compensation Plan Activity Audit) is a monitoring tool that does not require worksheet completion to track activities.

NEW QUESTION # 16
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