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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	• 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.
Topic 3	• 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 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	• 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.
Topic 6	• 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 7	• 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.

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

NEW QUESTION # 63
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,adjustment))"curSalary
- C. toNumber(lookup("2018_BudgetPool", customCountry,customStatus,1))"curSalary
- D. toNumber(lookup("2018_BudgetPool", customCountry.customStatus,2))"curSalary

Answer: C

Explanation:
In SAP SuccessFactors Compensation, using look-up tables in formulas is a common method to calculate budget adjustments based on multiple criteria like an employee's country and status. This question is about selecting the correct syntax for using a look-up table to calculate a custom budget based on these criteria. Let's break down the logic and syntax for why option A is correct.
* Look-up Table Functionality in Compensation TemplatesIn SuccessFactors Compensation, look-up tables are used to fetch values dynamically based on specific conditions. The lookup function in SAP allows fetching data from a pre-defined table by matching values from specified columns.
* Syntax and Parameters in the Lookup FunctionThe lookup function syntax in SAP SuccessFactors Compensation is generally:
plaintext
Copy code
lookup("<lookupTableName>", <lookupKey1>, <lookupKey2>, <columnIndex>)
* <lookupTableName>: Name of the look-up table (in this case, "2018_BudgetPool").

* <lookupKey1> and <lookupKey2>: The fields in the form template used to search in the look-up table. Here, the customCountry and customStatus fields are used to locate the relevant budget value.
* <columnIndex>: Specifies the index of the column to retrieve. In this scenario, "1" refers to the budget adjustment percentage in the look-up table.
* Correct Formula Explanation
* Option A: toNumber(lookup("2018_BudgetPool", customCountry, customStatus, 1)) * curSalary
* This option correctly uses the lookup function to locate the appropriate adjustment factor (e.
g., 1%) from the 2018_BudgetPool table based on the employee's country
(customCountry) and status (customStatus).
* The toNumber() function is applied to ensure the fetched value is numeric, allowing it to be used in multiplication.
* The formula then multiplies the adjustment factor by the current salary (curSalary) to calculate the adjustment budget.
* Why Other Options Are Incorrect
* Option B: toNumber(lookup("2018_BudgetPool, customCountry, customStatus, Adjustment)) * curSalary
* This option contains syntax errors, such as missing quotation marks around the table name, and "Adjustment" is not a parameter in this lookup. The syntax is incorrect for SuccessFactors' formula setup.
* Option C: toNumber(lookup("2018_BudgetPool", customCountry.customStatus, 2)) * curSalary
* Incorrect because customCountry.customStatus is treated as a single parameter, which is invalid. Each key (customCountry and customStatus) should be separated by a comma, not a period.
* Option D: toNumber(lookup("2018_BudgetPool", customCountry, customStatus, adjustment)) * curSalary
* This option misuses "adjustment" as a parameter in the lookup, which is not defined within the context of the table structure.
* Additional SAP SuccessFactors Compensation References
* SAP SuccessFactors Compensation Guide: Refer to SAP Help Portal's SuccessFactors Compensation Guide for syntax rules of lookup tables.
* Lookup Table Configuration: In the configuration, ensure that the look-up table (2018_BudgetPool) is correctly defined with customCountry and customStatus as keys, and that the adjustment percentage is in the correct column (column index 1 in this example).
The correct formula, Option A, follows SAP's syntax requirements and functional logic to retrieve the adjustment budget accurately.

NEW QUESTION # 64

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

Answer: C

NEW QUESTION # 65

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "Including Inactive Users when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.
- B. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- C. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.
- D. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.

Answer: B

Explanation:
To include a specific population of inactive employees in the worksheet, select settings that specify inclusion criteria for inactive users and adjust eligibility accordingly.
* Option C: "Select 'Including Inactive Users' when defining the Method of Planner, select 'All employees are eligible' under

Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees."
* By enabling the "Including Inactive Users" option, planners can ensure that inactive employees are part of the worksheet. Setting "All employees are eligible" provides a base eligibility, while the eligibility rules can then specifically include only the desired inactive employees based on criteria set in the rule.
: SAP SuccessFactors Compensation Guide > Eligibility Configuration > Including Inactive Users in Worksheets.
Explanation for Incorrect Options:
Option A would exclude desired inactive employees instead of including them.
Option B does not set the "Including Inactive Users" option, which is necessary for inactive employees.
Option D does not include inactive employees in the initial settings, missing the requirement for the
"Including Inactive Users" setting.

NEW QUESTION # 66

You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.
An employee in the US has a rating of 3. What will be their default merit increase?

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

Answer: B

NEW QUESTION # 67

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Compensation Management Permissions
- B. Report Permissions
- C. Executive Review Edit Permissions
- D. Executive Review Export Permissions

Answer: C

NEW QUESTION # 68

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