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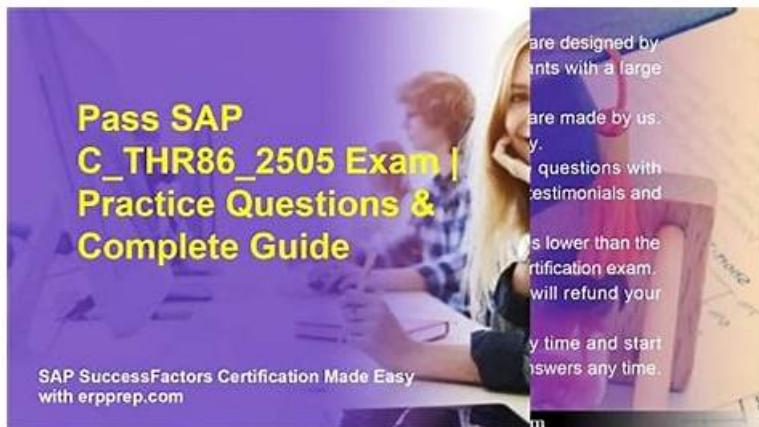
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SAP C-THR86-2505 Exam Syllabus Topics:

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	• 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 3	• 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 4	• 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 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Valid Exam Preparation & C-THR86-2505 Latest Learning Material & SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Test Study Practice

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q11-Q16):

NEW QUESTION # 11
Your customer has implemented SAP SuccessFactors Employee Central (EC) now wishes to implement a single global compensation template. However, only part of the organization is in Employee Central. Some countries are still using SAP ERP, but there are plans to move to SAP SuccessFactors Employee Central over the next two years. The customer wants to use the Compensation module to plan for all employees, regardless of where their employee data sits.
What is the recommended approach to this scenario?

- A. Suggest a phased approach where the non-EC employees become part of the process later as they migrate.
- B. Create a single non-integrated template, export the EC employees, import them via UDF.
- C. Create a single EC-integrated template use the Hybrid Template option.
- D. Create two templates - one with EC integration one without.

Answer: C

NEW QUESTION # 12
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

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 # 13
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 choose between two Event Reasons for EC publishing based upon whether an employee received a promotion with their pay adjustment.
- B. To determine the proper Event Reason for EC publishing based on employee Country.
- C. To determine a budget percentage that is based upon employee Country Job Category.
- D. To determine the median salary of an employee based upon Pay Grade, Legal Entity, FTE.

Answer: B,C

NEW QUESTION # 14
You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.
In the user record of the CEO, what values would you use for the MANAGER SECOND_MANAGER columns?

- A. MANAGER: NO_MANAGER
  *SECOND MANAGER: blank
- B. MANAGER: blank
  *SECOND MANAGER: blank
- C. MANAGER: blank
  *SECOND MANAGER: NO_MANAGER
- D. MANAGER: NO_MANAGER
  *SECOND_MANAGER: NO_MANAGER

Answer: D

NEW QUESTION # 15
Which actions are controlled by role-based permissions? Note: There are 2 correct answers to this question.

- A. Editing columns on a worksheet
- B. Making changes through Executive Review
- C. Updating a Compensation Statement

- D. Opening compensation worksheets

Answer: B,C

NEW QUESTION # 16

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