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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none">• 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 4	<ul style="list-style-type: none">• 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 (Q10-Q15):

NEW QUESTION # 10

Your customer has the following requirements for their compensation plan:

1. Allow planners to make recommendations outside of the high/low values.
2. Display only the max min values in the compensation worksheet.

Which guideline rule settings must you set to fulfill these requirements?

- A. In Display Settings use min-max
*Hard Limit: Yes
*High/Low Action: Allow
- B. In Display Settings use min-max
*Hard Limit: No
*High/Low Action: Warn
- C. In Display Settings use low-high
*Hard Limit: Yes
*High/Low Action: Allow
- D. In Display Settings use min-max
*Hard Limit: No
*High/Low Action: Allow

Answer: D

Explanation:

To allow planners to make recommendations outside of the high/low values but only display max and min values on the worksheet:

* Option A: "In Display Settings use min-max, Hard Limit: No, High/Low Action: Allow"

* Min-max display shows only the minimum and maximum guideline values. Setting Hard Limit to "No" allows planners to make recommendations outside these values, and High/Low Action:

Allow enables the flexibility needed by the client.

: SAP SuccessFactors Compensation Guide > Guideline Management > Setting High/Low and Hard Limit Options.

Explanation for Incorrect Options:

Options B, C, and D include settings that would restrict planner flexibility or incorrectly display guideline ranges.

NEW QUESTION # 11

How can the compRating field be used to enhance the compensation worksheet? Note: There are 2 correct answers to this question.

- A. It allows for performance form rating overrides.
- B. It allows ratings to be entered directly on the planning worksheet for those employees who do NOT have a performance form
- C. It allows for performance ratings to use a different rating scale.
- D. It allows a second rating field for guidelines.

Answer: B,C

NEW QUESTION # 12

