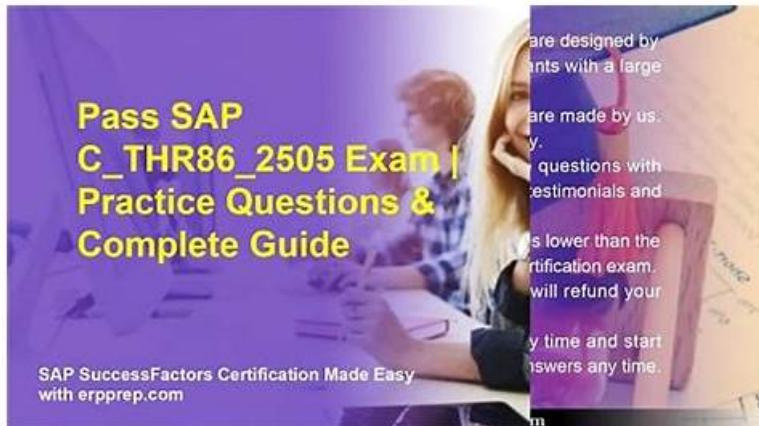


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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">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	<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 4	<ul style="list-style-type: none">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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q60-Q65):

NEW QUESTION # 60

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Create a custom column referencing a lookup table to pull in the text.
- B. Change the rating scale in Performance Management.
- C. Add help text to the PM Rating field.
- D. **Update the field-based permissions for the PM Rating field.**

Answer: D

NEW QUESTION # 61

What triggers can be used to force a planner to add comments without using custom validations? Note: There are 2 correct answers to this question.

- A. When an employee's final salary is below range penetration minimum.
- B. **An employee is NOT given a raise, stock, or options at all.**
- C. When an employee's raise exceeds the range penetration maximum.
- D. **Any time an employee is given a raise, stock, or options.**

Answer: B,D

Explanation:

In SAP SuccessFactors Compensation, comments can be required to provide context or justification for certain compensation decisions, without the need for custom validations.

* Force Comments Based on Actions Taken or Not Taken

* Option A: When an employee is awarded a raise, stock, or options, SuccessFactors can be configured to prompt a mandatory comment. This is managed through standard settings without custom validation.

* Option C: Conversely, if an employee does not receive a raise, stock, or options, a forced comment rule can ensure planners justify this decision.

* Why Other Options Are Incorrect

* Options B and D are not standard triggers for forced comments in SAP SuccessFactors Compensation. These types of validations would typically require custom validation logic.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Standard Comment Rules and Force Comment Settings.

NEW QUESTION # 62

Which of the following requires the use of custom validations? Note: There are 2 correct answers to this question.

- A. An error message when the maximum guideline is exceeded
- B. **An error message when planners enter a promotion without changing pay grade**
- C. An error message when adjustments are entered in two different fields
- D. **A warning message when the budget is exceeded**

Answer: B,D

NEW QUESTION # 63

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create a read-only string field make it reloadable.
- **B. Create an editable string field with enumerated values.**
- C. Create an editable string field make it reportable.
- D. Create a read-only string field make it reportable.

Answer: B

NEW QUESTION # 64

For which customer requirement do you need to develop a custom statement?

- A. Field visibility is conditional on amount
- **B. Pie graph showing compensation element distribution**
- C. Mix of data from compensation variable pay
- D. Different statements per employee group

Answer: B

NEW QUESTION # 65

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