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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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	• 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 (Q77-Q82):

NEW QUESTION # 77
Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.
How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- B. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- C. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.
- D. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.

Answer: C

NEW QUESTION # 78
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish release management.
- B. Define roles responsibilities as part of a process transformation office.
- C. Establish regular housekeeping tasks procedures.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish an organizational structure, technical foundation, transformation methodology for clean core.

Answer: A,B,E

NEW QUESTION # 79
Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change.
What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. The pay grade remains the same as it was when the forms were created.
- B. The employee becomes ineligible.
- C. New forms need to be created because an error will be shown.
- D. The new pay grade is displayed.

Answer: A

NEW QUESTION # 80

What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

- A. View budgets.
- B. Promote an employee.
- C. Enter recommendations.
- D. Display salary history.
- E. Import salary history into the profile.

Answer: B,C,D

NEW QUESTION # 81

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Business Accelerator Hub
- C. SAP Application Interface Framework

Answer: B

NEW QUESTION # 82

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