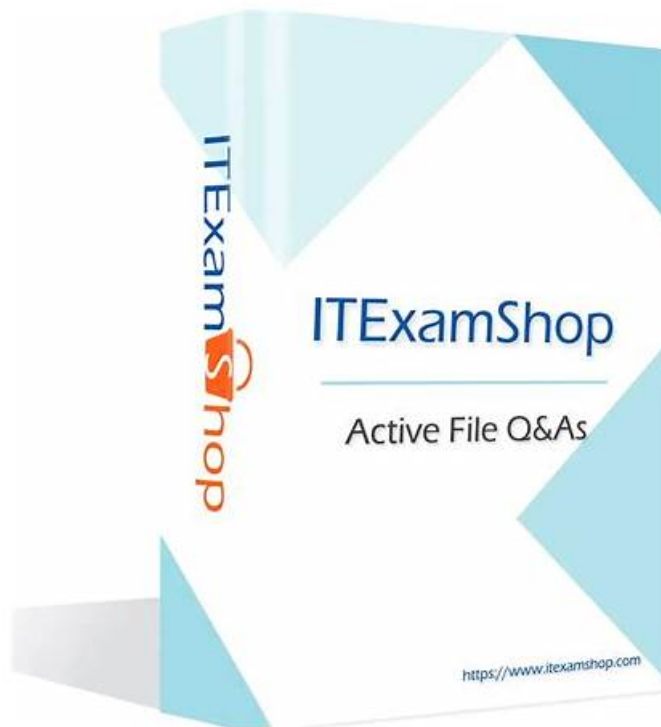


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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> 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 2	<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.
Topic 3	<ul style="list-style-type: none"> 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 4	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q78-Q83):

NEW QUESTION # 78

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

Answer: B

NEW QUESTION # 79

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

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

Answer: A,B

NEW QUESTION # 80

Your EC-integrated template has an Effective Date of April 1 under Worksheet Settings. Your eligibility rule states that only grade 1 employees are eligible for compensation. On March 1 an employee is grade 1, but on April 15 they are promoted to grade 2. On April 16 you run Update all worksheets with the checkbox "Update worksheet to reflect any employee's eligibility changes" selected. What happens on the worksheet for this employee?

- A. The employee remains eligible for planning with no changes.

- B. The employee remains on the worksheet but their planning fields reset to default values.
- C. The employee is removed from the worksheet.
- D. The employee remains on the worksheet but becomes grayed out.

Answer: A

NEW QUESTION # 81

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

Note: There are 2 correct answers to this question.

- A. MANAGER
- B. USERID
- C. USERNAME
- D. STATUS

Answer: B,D

NEW QUESTION # 82

Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Enable a hard limit stop for the merit guideline in Admin Center.
*Set the maximum value to 0.10 for all guideline formulas.
- B. Set the guideline pattern to be low-high.
*Set the high value for all guidelines to be 10.
- C. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
*Define each guideline formula with a default value of 10.
- D. Enable a hard limit stop for the merit guideline in Admin Center.
*Set the maximum value to 10 for all guideline formulas.



Answer: D

NEW QUESTION # 83

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