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### SAP C\_THR86\_2505 Exam Syllabus Topics:

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

Topic 3	<ul style="list-style-type: none"> <li>• <b>Set Up Import Tables:</b>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Permissions:</b>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Implementation Test:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Compensation Worksheets:</b> 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Plan Settings:</b> 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• <b>Managing Employee Specific Data:</b>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q23-Q28):

### NEW QUESTION # 23

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Change the labels in the rating scale to include both the number text.
- **B. Update the Rating Label Format to Number-Text under Display Settings.**
- C. Create a lookup table with the number text.
- D. Create a new custom field with a formula under Column Designer.

**Answer: B**

### NEW QUESTION # 24

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

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

**Answer: C**

### NEW QUESTION # 25

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Compensation Management Permissions
- **B. Executive Review Edit Permissions**
- C. Report Permissions
- D. Executive Review Export Permissions

**Answer: B**

Explanation:

In SAP SuccessFactors Compensation, granting the appropriate permissions to HR Business Partners (HRBPs) is crucial to supporting the salary review process effectively while maintaining data security and integrity. The following permissions are typically managed with caution:

\* Executive Review Edit Permissions (Option C):

\* It is not recommended to grant all HRBPs "Executive Review Edit Permissions" as this allows for extensive changes across compensation plans, which may be inappropriate for all HRBP roles. This permission should generally be reserved for high-level administrators or managers who need to make adjustments at the executive review level.

Other Permissions:

\* Executive Review Export Permissions (Option A) and Report Permissions (Option B) are commonly provided to HRBPs for data analysis.

\* Compensation Management Permissions (Option D) is often necessary for HRBPs to carry out their roles effectively, enabling them to manage employee compensation-related tasks.

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SAP SuccessFactors Role-Based Permissions Guide and Compensation Administration documentation, under sections detailing "Executive Review Permissions" and recommended access settings for HRBPs.

### NEW QUESTION # 26

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 raise exceeds the range penetration maximum.
- **B. An employee is NOT given a raise, stock, or options at all.**
- C. When an employee's final salary is below range penetration minimum.
- **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 # 27

What checks can you make with the Check tool? Note: There are 2 correct answers to this question.

- **A. Circular hierarchies for form creation**
- B. Custom validations correctly configured
- C. Reportable fields correctly configured
- **D. Accuracy of formula calculations**

**Answer: A,D**

### NEW QUESTION # 28

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