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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 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"> 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 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.
Topic 5	<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 6	<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 7	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q31-Q36):

NEW QUESTION # 31

Your EC-integrated client wishes to plan on monthly salaries for employees in the UK, but on annual salaries for employee in the US. All employees have their salaries stored in EC with a single pay component with a frequency of "monthly" because of payroll integration constraints.

Which of the following options is a solution for this requirement?

- A. Use two templates with one having curSalary mapped to the pay component the other on the pay component group.**
- B. Use meritTarget set to the pay component value divided by 12.
- C. Use two different pay components for salary with the US one having the "Use for Comp Planning" set to "None" the UK one set to "Comp."
- D. Include the unitsPerYear standard column set it to 12.

Answer: A

NEW QUESTION # 32

What action is required to enable Employee Central integration for a template?

- A. Enable field-based permissions.
- B. Provide an effective date**
- C. Reload guidelines.
- D. Update pay guide format.

Answer: B

NEW QUESTION # 33

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

Explanation:

SAP SuccessFactors Compensation statements do not support advanced graphical elements like pie charts directly within standard statements.

* Creating Custom Statements for Graphs

* Option B: A custom statement would be required to include advanced elements such as pie graphs, as standard statement templates do not natively support graphical components.

* Why Other Options Are Incorrect

* Option A (mix of data from compensation and variable pay), Option C (different statements per employee group), and Option D (conditional field visibility based on amount) are all possible with standard statement configurations.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Custom Statement Development and Standard vs. Custom Statement Capabilities.

NEW QUESTION # 34

In an EC-integrated implementation, which of the following EC elements can be used to map fields? Note: There are 3 correct answers to this question.

- A. **Pay Components**
- B. Background Elements
- C. Time Off
- D. **Biographical Information**
- E. **MDF Objects**

Answer: A,D,E

NEW QUESTION # 35

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.

How can you accomplish this?

- A. **Use conditional text sections in the statement editor.**
- B. Create multiple statement templates use groups.
- C. Use two compensation worksheet templates.
- D. Use the suppress statement function.

Answer: A

NEW QUESTION # 36

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