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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">• 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 3	<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 4	<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 5	<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 (Q70-Q75):

NEW QUESTION # 70

Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.
How do you build the eligibility rule to make this happen?

- A. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.
- **B. Check the Hire Date field to see if the employee started at least 2 years ago.**
- C. Check if the Event Reason is New Hire the effective date is 2 years ago.
- D. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.

Answer: B

Explanation:

To configure eligibility based on tenure, you can use the Hire Date field in SAP SuccessFactors to determine how long an employee has been with the company.

* Option B: "Check the Hire Date field to see if the employee started at least 2 years ago."

* By configuring an eligibility rule that references the Hire Date, you can set criteria to check if the employee's start date is at least two years before the form's effective date. This ensures only employees with over two years of tenure are eligible for the Lump Sum.
: SAP SuccessFactors Compensation Admin Guide > Eligibility Rules Engine > Creating Rules Based on Hire Date.

Explanation for Incorrect Options:

Option A uses the Job Information effective date, which reflects the current position start date rather than total tenure.

Option C relies on help text and does not restrict eligibility based on tenure.

Option D is not applicable as it does not calculate tenure based on hire date but rather on an event reason, which may not always indicate the start of employment.

NEW QUESTION # 71

Which statements accurately describe Rollup Reports? Note: There are 3 correct answers to this question.

- **A. The Rollup Report is based on the current hierarchy not that at form creation.**

- B. The Standard, Compensation, Rollup Hierarchies are all supported.
- C. Custom Columns with the "Show Totals" attribute selected are shown.
- D. Enabling the Rollup Report for End-Users requires a specific tag in the XML.
- E. The Rollup Report provides a summary of compensation entries budget information.

Answer: A,D,E

NEW QUESTION # 72

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. RFC
- B. SOAP
- C. OData
- D. IDoc

Answer: B,C

Explanation:

SAP recommends using OData and SOAP APIs to achieve clean core integrations with SAP SuccessFactors.

These API types are designed to work within the SAP ecosystem and support integration scenarios without impacting the core system structure.

* OData API

* OData is a REST-based API standard and is SAP's preferred choice for modern, scalable, and lightweight integrations, especially within SuccessFactors. It is ideal for clean core integrations that interact with business data.

* SOAP API

* SOAP is a widely used API protocol in SAP integrations and is highly structured, making it suitable for clean and stable integrations. Many SuccessFactors services support SOAP, especially for HR and payroll-related integrations.

* Why Other Options Are Incorrect

* Option B (IDoc) and Option C (RFC) are older SAP interface protocols typically used for SAP ECC or SAP S/4HANA on-premise integrations, but they are not generally recommended for SuccessFactors clean core cloud integrations.

* Reference Documentation

* SAP SuccessFactors Integration Guide on OData and SOAP API Usage.

NEW QUESTION # 73

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "Including Inactive Users when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.
- B. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.
- C. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- D. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.

Answer: D

NEW QUESTION # 74

What is the recommended leading practice workflow for a compensation template?

- A. Manager Planning → Next Level Manager Review → Compensation Admin Review → HR Manager Planning → Complete
- B. Manager Planning → Next Level Manager Review → HR Manager Planning → Complete
- C. Process Setup → Manager Planning → Next Level Manager Review → Final Review → Complete
- D. Process Setup Manager Planning → Next Level Manager Review → Third Level Manager Review → Complete

Answer: C

NEW QUESTION # 75

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