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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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.
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"> • 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 5	<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 (Q53-Q58):

NEW QUESTION # 53

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Create a custom column referencing a lookup table to pull in the text.
- B. Add help text to the PM Rating field.
- C. Change the rating scale in Performance Management.
- **D. Update the field-based permissions for the PM Rating field.**

Answer: D

NEW QUESTION # 54

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

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

Answer: A

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 # 55

Your customer has part-time full-time employees. You notice that for part-time employees, their compa-ratio in EC is different than in Compensation. What do you configure in the system to have it calculate the correct compa-ratio take into account the FTE?

- A. Create a custom Amount column to store FTE rather than using the standard FTE column.
- B. Set the XML attribute isActualSalaryImported to True in the compensation plan template ensure standard FTE field is used.
- C. Add values in the EC Pay Range object to align with each FTE.
- **D. Set the XML attribute isActualSalaryImported to False in the compensation plan template ensure standard FTE field is used.**

Answer: D

NEW QUESTION # 56

You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.

An employee in the US has a rating of 3. What will be their default merit increase?

- **A. 2%**
- B. 4%
- C. 0%
- D. 1%

Answer: A

NEW QUESTION # 57

Your customer is going through a divestiture would like to extract all of the historical data from compensation planning for the divested entity prior to purging the data from SAP SuccessFactors. How can you capture the compensation data from your compensation plans? Note: There are 2 correct answers to this question.

- A. Export from the employee history file.
- **B. Run an Ad Hoc report.**
- **C. Export from Executive Review.**
- D. Run the Rollup report.

Answer: B,C

NEW QUESTION # 58

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