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SAP C_THR86_2505 Exam Syllabus Topics:

| Topic | Details |
|---------|--|
| Topic 1 | <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 2 | <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 3 | <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 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. |

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Quiz SAP - Professional C_THR86_2505 Exam Tips

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q44-Q49):

NEW QUESTION # 44

Which of the following updates require worksheets to be relaunched? Note: There are 2 correct answers to this question.

- A. Revise field-based permissions.
- B. Update lookup table contents.
- C. Update a formula in a custom column.
- D. Modify the route map.

Answer: A,B

NEW QUESTION # 45

A customer is using the Standard Manager hierarchy would like the following approval process:

1. Planning Manager
2. Next Level Manager
3. Reward Team member who launched the forms How will you set this up in the Route Map?

- A. Employee Manager - Originator
- B. Employee Manager - User
- C. Manager - Manager's Manager - Originator
- D. Manager - Manager's Manager - User

Answer: A

NEW QUESTION # 46

Which of the following customer scenarios is a good use of the Suppress Statement function? Note: There are 2 correct answers to this question.

- A. Employees in one country get a statement at a different time from those in other countries.
- B. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.
- C. Employees who are on a performance improvement plan get a different statement from those who are not.
- D. Employees who were hired after a certain date do NOT get a statement.

Answer: B,D

NEW QUESTION # 47

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 is removed from the worksheet.
- B. The employee remains on the worksheet but their planning fields reset to default values.
- C. The employee remains eligible for planning with no changes.
- D. The employee remains on the worksheet but becomes grayed out.

Answer: C

NEW QUESTION # 48

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's

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