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

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<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>

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## Implementation Consultant - SAP SuccessFactors Compensation exam

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q32-Q37):

#### NEW QUESTION # 32

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND\_MANAGER columns?

- A. MANAGER: NO\_MANAGER  
\*SECOND MANAGER: blank
- **B. MANAGER: NO\_MANAGER  
\*SECOND\_MANAGER: NO\_MANAGER**
- C. MANAGER: blank  
\*SECOND MANAGER: NO\_MANAGER
- D. MANAGER: blank  
\*SECOND MANAGER: blank

**Answer: B**

#### NEW QUESTION # 33

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

**Answer: D**

Explanation:

When an employee's merit increase is determined by a guideline formula based on performance rating and country:

\* Option C: "2%"

\* For an employee in the US with a performance rating of 3, the configured guideline specifies a 2% merit increase. This default increase applies according to the rule setup in the guideline formulas.

: SAP SuccessFactors Compensation Guide > Guideline Rules > Configuring Merit Guideline Formulas by Performance Rating and Country.

Explanation for Incorrect Options:

Options A, B, and D do not align with the specific merit increase configured for a rating of 3 in the US.

#### NEW QUESTION # 34

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus.

What is the correct syntax to calculate the adjustment budget?

- A. toNumber(lookup("2018\_BudgetPool", custom Country,customStatus,adjustment))\*curSalary
- B. toNumber(lookup("2018\_BudgetPool", custom Country,customStatus,2))\*curSalary
- C. toNumber(lookup("2018\_BudgetPool,custom Country, customStatus, Adjustment))\*curSalary
- **D. toNumber(lookup("2018\_BudgetPool", custom Country,customStatus,1))\*curSalary**

**Answer: D**

**NEW QUESTION # 35**

Which information is included in the rollup report? Note: There are 2 correct answers to this question.

- A. The sum of budget total spend for each division, department, or location
- B. The average bonus payout amount
- C. The detail of planning decisions for each employee in the hierarchy
- D. The sum of budget total spend for each planner in the hierarchy

**Answer: C,D**

**NEW QUESTION # 36**

Your customer would like the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review. However, they want to make sure that this is only possible during the last week of the planning cycle. How can you achieve this?

- A. Create a custom read-only Money field change read-only to No on the correct date.
- B. Create a custom editable Money field with field-based permissions set to read-only. Change the permissions to editable on the correct date.
- C. Create a custom editable Money field use custom validation to check that values are NOT entered until the correct date.
- D. Create a custom editable Money field. In the formula to calculate the final salary, use the dateDiff() function to determine if the custom column can override the calculated value.

**Answer: D**

**NEW QUESTION # 37**

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