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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• Permissions: This section of the exam measures the knowledge of Compensation Analysts in managing role-based permissions for compensation planners and administrators. It includes securing access to forms, fields, and processes.</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>• <b>Implementation Test:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Compensation Plan Guidelines:</b> 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 6	<ul style="list-style-type: none"> <li>• <b>Managing Employee Specific Data:</b> 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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q19-Q24):

### NEW QUESTION # 19

Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase. What is the best way to accomplish this?

- A. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- **B. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "no-raise."**
- C. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- D. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.

**Answer: B**

Explanation:

When planners need to provide a reason for not awarding a merit increase, this can be enforced through standard validation rules.

\* Setting a Force Comment Rule with "No-Raise" Mode

\* In SuccessFactors Compensation, under the Define Standard Validation Rules section, you can set a Force Comment Rule with the mode set to "no-raise." This triggers a required comment whenever a planner decides not to give a merit increase.

\* This is a straightforward way to enforce explanations for no-raise situations, leveraging standard settings.

\* Why Other Options Are Incorrect

\* Option B is incorrect because custom validation formulas are not necessary for this type of forced comment.

\* Option C (comp-force-comment-config tag with mode "guideline") is unrelated to no-raise situations.

\* Option D (setting mode to "raise") is incorrect as this would trigger comments for raises, not for when no raise is given.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Force Comment Rules.

### NEW QUESTION # 20

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. 1%
- C. 0%
- D. 4%

**Answer: A**

### NEW QUESTION # 21

A customer is using the following number format: ####0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- A. 0

- B. 1
- C. 2
- D. 3

**Answer: B**

#### NEW QUESTION # 22

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Use Role-Based Permissions to control access to only display previous years' statements.
- B. Disable access to all statements, including the prior years' statements.
- C. Remove access to Employee Profile during compensation planning.
- D. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.

**Answer: D**

#### NEW QUESTION # 23

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create an editable string field make it reportable.
- B. Create a read-only string field make it reportable.
- C. Create an editable string field with enumerated values.
- D. Create a read-only string field make it reloadable.

**Answer: C**

Explanation:

In SAP SuccessFactors Compensation, when a field requires planners to select from a pre-defined list of reasons (enumerated values) for categorizing lump sum reasons, it's essential to set up an editable string field with enumerated values.

\* Configuring an Editable Field with Enumerated Values

\* Enumerated values allow you to create a drop-down list of predefined options that planners can select from, ensuring standardized data entry.

\* The field should be configured as editable so that planners can choose from the list on the worksheet, providing clear reasoning for each lump sum entry.

\* Why Option C is Correct This option provides a list (enumeration) that is required to capture structured data for reporting and analysis purposes. It also enables consistent categorization by offering selectable reasons, reducing manual data entry errors.

\* Why Other Options Are Incorrect

\* Option A and D (read-only fields) do not allow planner input and therefore cannot be used for selections.

\* Option B (editable string without enumerated values) would allow free text, which doesn't ensure consistent categorization.

\* Reference Documentation

\* SAP SuccessFactors Compensation Configuration Guide: Configuring Editable Fields and Enumerated Values.

\* SAP Help Portal: Field and Custom Column Setup in Compensation.

#### NEW QUESTION # 24

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