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SAP C-THR86-2505 Exam Syllabus Topics:

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

Topic 4	<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 5	<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 6	<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 7	<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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q67-Q72):

NEW QUESTION # 67

Your customer is based in the UK has a functional currency of GBP. However, they also have offices in the US (USD), France (EUR), Germany (EUR). They would like the budget displayed in local currency for all planners - for example, German planners see the budget in EUR, not GBP.

How can you best accomplish this?

Note: There are 2 correct answers to this question.

- A. Enable Planner Currency mode.
- B. Have four separate templates, one for each country.
- C. Disable Functional Currency mode.
- D. Use budget grouping group on the local currency code.

Answer: A,D

NEW QUESTION # 68

What can be configured under Define Standard Validation Rules? Note: There are 2 correct answers to this question.

- A. Disallow save when budget is exceeded.
- B. Force comment when recommendation is outside guidelines.
- C. Update guideline hard limit.
- D. Split to Lump Sum when exceeding salary range.

Answer: B,D

NEW QUESTION # 69

How many custom columns may be used as Formula Criteria for Guidelines?

- A. There is no limit on custom columns
- B. 0
- C. 1
- D. 2

Answer: C

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

Answer: D

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

You configure the following salary rule in the compensation plan template:
How does the system behave?

- A. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
* The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- B. The rule prevents the planner from saving the merit increase.
* The planner must go back change their merit recommendation.
- **C. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.**
* **The planner can save the merit recommendation by selecting Cancel in the pop-up message.**
- D. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
* The planner can save the merit recommendation.

Answer: C

NEW QUESTION # 72

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