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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 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">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 6	<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 (Q67-Q72):

NEW QUESTION # 67

Your customer has implemented SAP SuccessFactors Employee Central (EC) now wishes to implement a single global compensation template. However, only part of the organization is in Employee Central. Some countries are still using SAP ERP, but there are plans to move to SAP SuccessFactors Employee Central over the next two years. The customer wants to use the Compensation module to plan for all employees, regardless of where their employee data sits.

What is the recommended approach to this scenario?

- A. Suggest a phased approach where the non-EC employees become part of the process later as they migrate.
- **B. Create a single EC-integrated template use the Hybrid Template option.**
- C. Create a single non-integrated template, export the EC employees, import them via UDF.
- D. Create two templates - one with EC integration one without.

Answer: B

NEW QUESTION # 68

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 the Hire Date field to see if the employee started at least 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 if the Event Reason is New Hire the effective date is 2 years ago.

Answer: A

NEW QUESTION # 69

What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. In-progress forms are only affected when Update All Worksheets is run.
- B. In-progress forms are NOT affected.
- **C. Change is dynamic to in-progress forms.**
- D. Only completed forms are affected.

Answer: C

Explanation:

When the currency conversion table is updated during a planning period, in-progress forms reflect these changes dynamically.

* Option C: "Change is dynamic to in-progress forms."

* In SAP SuccessFactors Compensation, currency conversion updates affect in-progress worksheets immediately and dynamically without the need for manual updates. This feature ensures accurate currency data throughout the planning period.

: SAP SuccessFactors Compensation Guide > Currency Management > Impact of Currency Conversion Updates on In-Progress Worksheets.

Explanation for Incorrect Options:

Option A is incorrect because in-progress forms are indeed updated dynamically.

Option B incorrectly states that only completed forms are affected.

Option D suggests that a manual update is required, which is not the case for currency conversion updates.

NEW QUESTION # 70

Your customer has the requirement where both sales non-sales employees are included on a single compensation template.

However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- B. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- C. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- **D. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.**

Answer: D

NEW QUESTION # 71

You are implementing an EC-integrated template.

Which compensation fields are commonly mapped to a pay component or pay component group? Note: There are 3 correct answers to this question.

- **A. Current Salary**
- **B. Units Per Year**
- **C. Local Currency Code**
- D. FTE
- E. Pay Grade

Answer: A,B,C

NEW QUESTION # 72

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