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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<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 3	<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 4	<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 5	<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 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## 100% Pass SAP C\_THR86\_2505 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Accurate Reliable Guide Files

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q78-Q83):

### NEW QUESTION # 78

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Compensation Management Permissions
- B. Executive Review Edit Permissions
- C. Report Permissions
- D. Executive Review Export Permissions

**Answer: B**

### NEW QUESTION # 79

What triggers can be used to force a planner to add comments without using custom validations? Note: There are 2 correct answers to this question.

- A. Any time an employee is given a raise, stock, or options.
- B. When an employee's final salary is below range penetration minimum.
- C. An employee is NOT given a raise, stock, or options at all.
- D. When an employee's raise exceeds the range penetration maximum.

**Answer: A,C**

### NEW QUESTION # 80

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget\_table", customCountry, 1))/100.

The lookup table "budget\_table" is configured with one input one output. There are three rows in the table:

\*USA = 5  
 \*GBR = 3  
 \*\*=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Remove the extra parentheses.
- B. Change the column to be of the Amount type.
- **C. Surround the lookup function with the toNumber function.**
- D. Surround the curSalary with the toString function.

**Answer: C**

Explanation:

In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:

\* Option B: "Surround the lookup function with the toNumber function."

\* In this formula,  $(\text{curSalary lookup("budget\_table", customCountry, 1)}) / 100$ , the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using  $\text{toNumber}(\text{lookup("budget\_table", customCountry, 1)})$ , the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.

: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.

Explanation for Incorrect Options:

Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.

Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.

Option D does not impact the data type and thus would not resolve the issue.

#### NEW QUESTION # 81

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.

The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 4-6%  
\*Total Increase is \$1,000
- B. Guideline is displayed as 4-6%  
\*Total Increase is \$500
- **C. Guideline is displayed as 2-3%  
\*Total Increase is \$500**
- D. Guideline is displayed as 2-3%  
\*Total Increase is \$1,000

**Answer: C**

Explanation:

When Salary Proration is used with a proration percentage (50% in this case) rather than dates, it affects both the guideline range and the total increase.

\* Proration Impact on Guideline Range and Total Increase

\* Guideline Adjustment: Since the proration is set to 50%, the guideline range (normally 4-6%) is adjusted by 50%, resulting in a prorated guideline of 2-3%.

\* Total Increase Calculation: When the planner enters a \$1,000 merit increase, the proration factor is applied, resulting in a final increase of \$500 (50% of \$1,000).

\* Why Other Options Are Incorrect

\* Options A and B show the original guideline (4-6%), which does not reflect the proration adjustment.

\* Option D incorrectly calculates the total increase without applying the 50% proration.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Salary Proration and Merit Guidelines.

#### NEW QUESTION # 82

Your customer uses SAP SuccessFactors Employee Central has the following setup:

\*Pay Component (id = "SALARY")

\*Pay Component (id = "CARALLOWANCE")

\*Pay Component (id = "HOUSEALLOWANCE")

\*Pay Component Group (id = "TC") made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.

The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- A. Map SALARY to the standard Current Salary field TC to meritTarget.  
\*Use merit to update the TC use custom fields to allow planners to update the allowances.  
\*Publish each component back separately.
- **B. Map TC to the standard Current Salary field.**  
\*Use the Merit column for the TC update.  
\*Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- C. Map TC to the standard Current Salary field.  
\*Use the Merit column for the TC update.  
\*Use the finSalary field some custom columns to calculate the components publish those back to EC.
- D. Map TC to the standard Current Salary field.  
\*Use the Merit column for the TC update.  
\*Extract the new TC with a report manually create import files to update EC.

**Answer: B**

Explanation:

When a customer uses SAP SuccessFactors Employee Central with specific pay components and a Pay Component Group (PCG) designated for total cash (TC), integration configurations can help manage the pay components based on the planner's adjustments in the compensation module. Here's how the setup can be achieved to maximize integration and minimize manual updates:

\* Option B: "Map TC to the standard Current Salary field. Use the Merit column for the TC update.

Publish the finSalary value back to the pay component group in EC and have business rules split the sum into the components."

\* By mapping the total cash (TC) to the Current Salary field and using the Merit column for any updates, planners can adjust TC directly. The finSalary field can be configured to reflect the adjusted TC, which can then be published back to Employee Central. Business rules in Employee Central will then split the updated TC value among the components (SALARY, CARALLOWANCE, HOUSEALLOWANCE) based on predefined rules, ensuring that allowances remain consistent with the employee's grade.

: SAP SuccessFactors Compensation and EC Integration Guide > Configuring Pay Component Groups > Publishing Total Compensation Components.

Explanation for Incorrect Options:

Option A involves extra custom columns and manual calculations, which increases complexity.

Option C suggests a manual import process, which is labor-intensive and contrary to integration best practices.

Option D proposes a setup where SALARY is mapped to Current Salary and TC to meritTarget, which complicates the TC update process and is less optimal for integrated workflows.

## NEW QUESTION # 83

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