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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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 5	• 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 6	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q72-Q77):

NEW QUESTION # 72
Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.
How can you accomplish this?

- A. Use conditional text sections in the statement editor.
- B. Use the suppress statement function.
- C. Use two compensation worksheet templates.
- D. Create multiple statement templates use groups.

Answer: A

NEW QUESTION # 73
Your client has two salary plans - one for Executives another for non-Executives. Which tool can be used to combine the results from both templates in a single output document?
Note: There are 2 correct answers to this question.

- A. Executive Review
- B. Story reports
- C. Aggregate export
- D. Ad Hoc report

Answer: C,D

NEW QUESTION # 74

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

Answer: D

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, (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 toNumber(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 # 75
Which of the following API types does SAP recommend to use to achieve clean core integrations?
Note: There are 2 correct answers to this question.

- A. SOAP
- B. OData
- C. RFC
- D. IDoc

Answer: A,B

Explanation:
SAP recommends using OData and SOAP APIs to achieve clean core integrations with SAP SuccessFactors.
These API types are designed to work within the SAP ecosystem and support integration scenarios without impacting the core system structure.
* OData API
* OData is a REST-based API standard and is SAP's preferred choice for modern, scalable, and lightweight integrations, especially within SuccessFactors. It is ideal for clean core integrations that interact with business data.
* SOAP API
* SOAP is a widely used API protocol in SAP integrations and is highly structured, making it suitable for clean and stable integrations. Many SuccessFactors services support SOAP, especially for HR and payroll-related integrations.
* Why Other Options Are Incorrect
* Option B (IDoc) and Option C (RFC) are older SAP interface protocols typically used for SAP ECC or SAP S/4HANA on-premise integrations, but they are not generally recommended for SuccessFactors clean core cloud integrations.
* Reference Documentation
* SAP SuccessFactors Integration Guide on OData and SOAP API Usage.

NEW QUESTION # 76
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. An employee is NOT given a raise, stock, or options at all.
- B. When an employee's raise exceeds the range penetration maximum.
- C. When an employee's final salary is below range penetration minimum.
- D. Any time an employee is given a raise, stock, or options.

Answer: A,D

Explanation:
In SAP SuccessFactors Compensation, comments can be required to provide context or justification for certain compensation decisions, without the need for custom validations.
* Force Comments Based on Actions Taken or Not Taken
* Option A: When an employee is awarded a raise, stock, or options, SuccessFactors can be configured to prompt a mandatory comment. This is managed through standard settings without custom validation.
* Option C: Conversely, if an employee does not receive a raise, stock, or options, a forced comment rule can ensure planners justify this decision.
* Why Other Options Are Incorrect
* Options B and D are not standard triggers for forced comments in SAP SuccessFactors Compensation. These types of validations would typically require custom validation logic.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Standard Comment Rules and Force Comment Settings.

NEW QUESTION # 77
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