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SAP C_THR86_2505 Exam Syllabus Topics:

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

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q28-Q33):

NEW QUESTION # 28
A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%. How would you proceed?

- A. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- B. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.
- C. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.
- D. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.

Answer: C

NEW QUESTION # 29
Your customer would like the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review. However, they want to make sure that this is only possible during the last week of the planning cycle. How can you achieve this?

- A. Create a custom editable Money field. In the formula to calculate the final salary, use the dateDiff() function to determine if the custom column can override the calculated value.
- B. Create a custom editable Money field with field-based permissions set to read-only. Change the permissions to editable on the correct date.
- C. Create a custom read-only Money field change read-only to No on the correct date.
- D. Create a custom editable Money field use custom validation to check that values are NOT entered until the correct date.

Answer: A

NEW QUESTION # 30
Which of the following tasks require that worksheets are moved to Complete before they can be performed?
Note: There are 2 correct answers to this question.

- A. Generating Compensation Statements
- B. Compensation Plan Activity Audit
- C. Exporting data from Executive Review
- D. Publishing Compensation Results in Employee Central

Answer: A,D

NEW QUESTION # 31

A customer's salary process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits. The merit guideline is based upon performance rating, compa-ratio, two custom fields, Country Job Family. The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes. How can this requirement be met?

- A. Set the Force Default On Custom Column Change option within guidelines to Yes.
  *Make sure the Country Job Family columns are both reloadable.
- B. Set the Force Default On Rating Change option within guidelines to Yes.
  *Make sure the Country column is reloadable Job Family is not.
- C. Ensure the default value for all merit guidelines is non-zero.
  *Make sure the Country Job Family columns are both reloadable.
- D. Set the Force Default On Custom Column Change option within guidelines to Yes.
  *Make sure the Country column is reloadable Job Family is not.

Answer: D

Explanation:
In SAP SuccessFactors Compensation, the Force Default On Custom Column Change option in guidelines ensures that when specific custom fields change (such as Country), the merit increase is reset to its default.
This meets the requirement of resetting the merit increase only when Country changes, not when Job Family changes.
* Configuring Force Default on Custom Column Change
* Option D: By setting Force Default On Custom Column Change to "Yes," the system will reset the merit increase to default values whenever a change occurs in a reloadable custom field marked as critical.
* Reloadable Columns: Making only the Country column reloadable ensures that changes in Country will trigger the reset, while Job Family changes will not affect the merit guideline.
* Why Other Options Are Incorrect
* Option A involves Force Default On Rating Change, which is irrelevant for custom columns like Country or Job Family.
* Option B and Option C involve making both Country and Job Family reloadable, which does not meet the requirement to ignore Job Family changes.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Guidelines and Force Default Settings.

NEW QUESTION # 32

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

Answer: B,C

NEW QUESTION # 33

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