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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">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 3	<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 4	<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 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"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q68-Q73):

NEW QUESTION # 68

At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched. The performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire. All new hires are assigned a rating of "Good".

How will these ratings appear on the Salary worksheet?

- A. N/A
- B. Good
- C. Unrated
- D. Too new to rate

Answer: C

NEW QUESTION # 69

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 TC to the standard Current Salary field.
*Use the Merit column for the TC update.
- B. 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.
- C. 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.
- D. 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.

Answer: D

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

Answer: B

NEW QUESTION # 71

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

Answer: C

Explanation:

In SAP SuccessFactors Compensation, you can use conditional text sections to display different content based on performance ratings or other criteria.

* Using Conditional Text Sections

* Option C: Conditional text sections allow the statement editor to show specific text for employees based on defined conditions, such as performance ratings. This way, employees with low ratings can see one version of text, while those with high ratings see another.

* Why Other Options Are Incorrect

* Option A (multiple templates) is more complex and unnecessary when conditional text is sufficient.

* Option B (two worksheet templates) adds administrative complexity.

* Option D (suppress statement function) is used to hide statements, not to vary the content based on conditions.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Statement Editor and Conditional Text Setup.

NEW QUESTION # 72

Your customer has the following requirements for their compensation plan:

1. Allow planners to make recommendations outside of the high/low values. 2. Display only the max min values in the compensation worksheet. Which guideline rule settings must you set to fulfill these requirements?

- A. In Display Settings use min-max
 - * Hard Limit: No
 - * High/Low Action: Warn
- B. In Display Settings use min-max
 - * Hard Limit: Yes
 - * High/Low Action: Allow
- **C. In Display Settings use min-max**
 - * Hard Limit: No
 - * **High/Low Action: Allow**
- D. In Display Settings use low-high
 - * Hard Limit: Yes
 - * High/Low Action: Allow

Answer: C

NEW QUESTION # 73

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