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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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.

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

NEW QUESTION # 72
You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.
In the user record of the CEO, what values would you use for the MANAGER SECOND_MANAGER columns?

- A. MANAGER: NO_MANAGER
  *SECOND_MANAGER: NO_MANAGER
- B. MANAGER: blank
  *SECOND MANAGER: NO_MANAGER
- C. MANAGER: NO_MANAGER
  *SECOND MANAGER: blank
- D. MANAGER: blank
  *SECOND MANAGER: blank

Answer: A

NEW QUESTION # 73
What is the recommended leading practice workflow for a compensation template?

- A. Process Setup Manager Planning # Next Level Manager Review # Third Level Manager Review # Complete
- B. Process Setup # Manager Planning # Next Level Manager Review # Final Review # Complete
- C. Manager Planning # Next Level Manager Review # HR Manager Planning # Complete
- D. Manager Planning # Next Level Manager Review # Compensation Admin Review # HR Manager Planning # Complete

Answer: B

Explanation:
The recommended workflow for compensation templates ensures structured review and approval, following best practices to ensure accuracy and compliance in compensation decisions.
* Recommended Workflow Stages
* Process Setup: The Compensation Admin configures the process.
* Manager Planning: Line managers make initial compensation recommendations.
* Next Level Manager Review: Next-level managers review and adjust recommendations as necessary.
* Final Review: HR or Compensation Admin conducts a final review to ensure compliance and data accuracy.
* Complete: The process is finalized and completed.
* Why Other Options Are Incorrect
* Options B, C, and D omit the Final Review or include additional manager levels not typically required, making them less aligned with the standard leading practice.
* Reference Documentation

* SAP SuccessFactors Compensation Guide on Compensation Cycle Workflow and Template Setup.

NEW QUESTION # 74

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND_MANAGER columns?

- A. MANAGER: blank
  * SECOND MANAGER: blank
- B. MANAGER: NO_MANAGER
  * SECOND MANAGER: blank
- C. MANAGER: NO_MANAGER
  * SECOND_MANAGER: NO_MANAGER
- D. MANAGER: blank
  * SECOND MANAGER: NO_MANAGER

Answer: C

NEW QUESTION # 75

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

Answer: D

NEW QUESTION # 76

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create a read-only string field make it reloadable.
- B. Create an editable string field with enumerated values.
- C. Create an editable string field make it reportable.
- D. Create a read-only string field make it reportable.

Answer: B

NEW QUESTION # 77

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