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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 C-THR86-2505 Questions Obtain Exam Results Simply 2026

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q59-Q64):

NEW QUESTION # 59
Which statements accurately describe Rollup Reports? Note: There are 3 correct answers to this question.

- A. The Rollup Report is based on the current hierarchy not that at form creation.
- B. The Standard, Compensation, Rollup Hierarchies are all supported.
- C. The Rollup Report provides a summary of compensation entries budget information.
- D. Custom Columns with the "Show Totals" attribute selected are shown.
- E. Enabling the Rollup Report for End-Users requires a specific tag in the XML.

Answer: A,C,E

NEW QUESTION # 60
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. Story reports
- B. Executive Review
- C. Ad Hoc report
- D. Aggregate export

Answer: C,D

NEW QUESTION # 61
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 with field-based permissions set to read-only. Change the permissions to editable on the correct date.
- B. Create a custom editable Money field use custom validation to check that values are NOT entered until 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. In the formula to calculate the final salary, use the dateDiff() function to determine if the custom column can override the calculated value.

Answer: D

NEW QUESTION # 62

What checks can you make with the Check tool? Note: There are 2 correct answers to this question.

- A. Reportable fields correctly configured
- B. Custom validations correctly configured
- C. Accuracy of formula calculations
- D. Circular hierarchies for form creation

Answer: C,D

NEW QUESTION # 63

As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.
How can you best show this information?

- A. Include the Detailed (Rollup) Report option in the worksheet configuration.
- B. Create a Tile for inclusion on the planners' Dashboards.
- C. Enable the Executive Review - Read permission for all planners.
- D. Create an Ad Hoc report share it with all planners.

Answer: A

Explanation:
To give planners a comprehensive view of how their direct and indirect reports are adhering to allocated budgets before final approval, SAP SuccessFactors Compensation provides the Detailed (Rollup) Report option, which aggregates budget data across multiple hierarchy levels.
* Option A: "Include the Detailed (Rollup) Report option in the worksheet configuration."
* The Detailed (Rollup) Report allows planners to view budget allocation and adherence information for both direct and indirect reports in one consolidated report. This report is accessible from the worksheet, providing planners with visibility into how each level of their reporting structure is adhering to the assigned budgets before final approval.
: SAP SuccessFactors Compensation Guide > Worksheet Configuration > Setting Up Rollup Reports for Budget Overview.
Explanation for Incorrect Options:
Option B (Ad Hoc report) provides custom reporting capabilities but does not integrate directly with the compensation worksheet, limiting its effectiveness within the approval process.
Option C (Executive Review Read permission) is designed for higher-level review rather than for direct planner access.
Option D (Dashboard Tile) would not provide the detailed budget adherence view directly within the worksheet.

NEW QUESTION # 64

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