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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">• 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	<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">• 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 5	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q69-Q74):

NEW QUESTION # 69

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Create a custom column referencing a lookup table to pull in the text.
- B. Change the rating scale in Performance Management.
- C. Add help text to the PM Rating field.
- **D. Update the field-based permissions for the PM Rating field.**

Answer: D

NEW QUESTION # 70

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Change the labels in the rating scale to include both the number text.
- B. Create a new custom field with a formula under Column Designer.
- C. Create a lookup table with the number text.
- **D. Update the Rating Label Format to Number-Text under Display Settings.**

Answer: D

Explanation:

To display both the numerical and textual components in the standard Performance Rating field, you need to adjust the Rating Label Format in the Display Settings within the Compensation template setup.

* Rating Label Format in Display Settings

* Option D: By setting the Rating Label Format to Number-Text, you enable the display of both the rating number and the descriptive text label in the Performance Rating field.

* This adjustment applies the combined format (e.g., "3 - Meets Expectations") in the worksheet, allowing users to see both components simultaneously.

* Why Other Options Are Incorrect

* Option A: Changing labels in the rating scale would only adjust the label text, not the combined display format.

* Option B and Option C (custom field and lookup table) are unnecessary, as the Number-Text format can be set directly.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Performance Rating Display Options.

NEW QUESTION # 71

Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Executive Review - Mass Action permission.
- **B. The user needs the Executive Review - Import permission.**
- C. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.
- **D. The user needs the Executive Review - Export permission.**
- **E. The user needs the Executive Review - Edit permission.**

Answer: B,D,E

Explanation:

To use the Executive Review Offline Edit feature in SAP SuccessFactors Compensation, certain permissions are required for downloading data, making bulk changes offline, and re-uploading those changes.

* Executive Review - Export Permission

* Option A: This permission allows users to export the compensation data from the Executive Review page to a downloadable format (such as Excel). This is essential for performing offline edits.

* Executive Review - Import Permission

* Option B: This permission enables users to import or re-upload the edited data back into the system after making bulk changes offline. It's critical to ensure these changes are successfully integrated into the worksheet.

* Executive Review - Edit Permission

* Option D: This permission allows users to edit entries within the Executive Review interface. It is necessary for making adjustments to compensation data.

* Why Other Options Are Incorrect

* Option C (Executive Review - Mass Action permission) is unrelated to offline editing; it pertains to actions like applying mass updates within the online Executive Review.

* Option E (Ad Hoc Reports for the Compensation Planning domain) is for reporting rather than permissions directly related to offline editing capabilities.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Executive Review Permissions and Offline Edit Requirement

NEW QUESTION # 72

You configured merit guidelines as shown in the screenshot.

If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

- **A. 2%-4%**
- B. 0%-0%
- C. 1%-2%
- D. 3%-5%

Answer: A

NEW QUESTION # 73

A customer is using the following number format: ###0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- A. 0
- **B. 1**
- C. 2
- D. 3

Answer: B

Explanation:

In SAP SuccessFactors Compensation, when using a number format that specifies rounding down and rounding to the nearest multiple of 100, calculations are done as follows:

* Understanding the Format Settings

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