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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Compensation Statements: This section of the exam assesses the ability of SAP Consultants to configure and generate employee-facing compensation statements. It includes statement templates, design options, and output settings to ensure clear communication of compensation results.

Topic 2	<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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q19-Q24):

NEW QUESTION # 19

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: C

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
- * Mode: Round Down: This setting rounds the value down to the nearest specified multiple.
- * Multiple: 100: Specifies that rounding should occur to the nearest 100.
- * Calculation for 9575.50
- * Given the number 9575.50, rounding down to the nearest multiple of 100 results in 9500, as rounding down means moving to the lower nearest 100.
- * Why Other Options Are Incorrect
- * Option B (9570) would not be correct as it does not round to the nearest 100.
- * Options C (9000) and D (9600) do not accurately reflect the rounding down requirement with a multiple of 100.
- * Reference Documentation
- * SAP SuccessFactors Compensation Guide on Number Formatting and Rounding Options.

NEW QUESTION # 20

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 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.
- B. 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.
- C. 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.
- D. Map TC to the standard Current Salary field.
 - *Use the Merit column for the TC update.
 - *Use the finSalary field some custom columns to calculate the components publish those back to EC.

Answer: C

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 # 21

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

Answer: D

NEW QUESTION # 22

What is the recommended leading practice workflow for a compensation template?

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

Answer: C

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 # 23

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

Answer: A

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 # 24

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