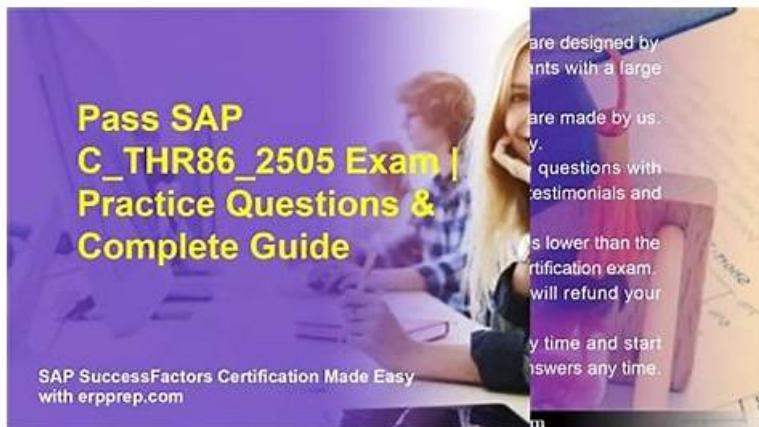


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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none">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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q40-Q45):

NEW QUESTION # 40

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.
- B. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- C. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- D. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.

Answer: A

Explanation:

To display the Lump Sum item on the compensation statement for sales employees only, use a condition based on whether the Lump Sum amount is greater than 0.

* Option D: "You can include the Lump Sum item in the statement template and set a condition on its display so that it will only be shown if it is greater than 0."

* By including the Lump Sum field and setting a display condition where it only appears if the Lump Sum amount is greater than 0, the statement will automatically hide the Lump Sum item for non-sales employees (who would have a 0 value for this field).

: SAP SuccessFactors Compensation Guide > Statement Configuration > Setting Conditional Display for Statement Items.

Explanation for Incorrect Options:

Option A would affect worksheet visibility but not the statement display.

Option B suggests creating a separate template, which is unnecessary.

Option C proposes adding a disclaimer rather than using a conditional display, which may be less professional.

NEW QUESTION # 41

You configure the following salary rule in the compensation plan template:

How does the system behave?

- A. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
* The planner can save the merit recommendation.
- B. The rule prevents the planner from saving the merit increase.
* The planner must go back change their merit recommendation.
- C. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum
* The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- D. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum
* The planner can save the merit recommendation by selecting Cancel in the pop-up message.

Answer: D

NEW QUESTION # 42

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

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

Answer: C

NEW QUESTION # 43

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- **A. By exporting troubleshooting information found on the Define Planners screen**
- B. By changing the Method of Planner to Compensation Manager Hierarchy
- **C. By using the Check Tool**
- D. By using the Rollup Hierarchy report

Answer: A,C

NEW QUESTION # 44

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change.

What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. The employee becomes ineligible.
- **B. The pay grade remains the same as it was when the forms were created.**
- C. New forms need to be created because an error will be shown.
- D. The new pay grade is displayed.

Answer: B

NEW QUESTION # 45

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