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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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.
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 (Q67-Q72):

NEW QUESTION # 67
What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. In-progress forms are only affected when Update All Worksheets is run.
- B. Only completed forms are affected.
- C. In-progress forms are NOT affected.
- D. Change is dynamic to in-progress forms.

Answer: D

NEW QUESTION # 68
Your client uses a Salary Pay Matrix table for Pay Ranges. What are some Leading Practices Considerations around the maintenance use of these tables? Note: There are 2 correct answers to this question.

- A. Do not update salary range tables that were referenced in forms that have been launched for a prior cycle.
- B. Salary range tables should always be provided in the client's Functional Currency.
- C. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.
- D. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.

Answer: A,D

NEW QUESTION # 69
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 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.
- C. 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.
- D. 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.

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 # 70
Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus. What is the correct syntax to calculate the adjustment budget?

- A. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,adjustment))"curSalary
- B. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,1))"curSalary
- C. toNumber(lookup("2018_BudgetPool", custom Country.customStatus,2))"curSalary
- D. toNumber(lookup("2018_BudgetPool,custom Country, customStatus, Adjustment))*curSalary

Answer: B

NEW QUESTION # 71
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks procedures.
- B. Define roles responsibilities as part of a process transformation office.
- C. Establish release management.
- D. Establish an organizational structure, technical foundation, transformation methodology for clean core.
- E. Integrate clean core practices in the end-to-end value process chain.

Answer: B,C,D

NEW QUESTION # 72
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