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### SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q21-Q26):

### NEW QUESTION # 21

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 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.
- B. 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.
- 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: B**

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 # 22

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. Aggregate export
- C. Executive Review
- D. Ad Hoc report

**Answer: B,D**

### NEW QUESTION # 23

Which of the following customer scenarios is a good use of the Suppress Statement function? Note: There are 2 correct answers to this question.

- A. Employees who were hired after a certain date do NOT get a statement.
- B. Employees in one country get a statement at a different time from those in other countries.
- C. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.
- D. Employees who are on a performance improvement plan get a different statement from those who are not.

**Answer: A,C**

Explanation:

The Suppress Statement function in SAP SuccessFactors Compensation is used to selectively prevent statement generation for specific employee groups based on predefined criteria.

\* Option A: "Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement."

\* This scenario is a suitable use of the Suppress Statement function. Only employees who receive RSU (Restricted Stock Units) grants will have a statement generated, while those without RSUs will not. This selective suppression prevents irrelevant statements from being issued.

: SAP SuccessFactors Compensation Guide > Statement Management > Suppressing Statements Based on Eligibility Criteria.

Option B: "Employees who were hired after a certain date do NOT get a statement." Employees hired after a specific date, often set as a cutoff for eligibility in a compensation cycle, can be excluded from statement generation using the Suppress Statement function. This prevents issuing statements to employees who were not part of the compensation cycle or plan.

Reference: SAP SuccessFactors Compensation Guide > Statement Management > Using Suppress Statement Function for Hire Date Criteria.

Explanation for Incorrect Options:

Option C (Employees in one country get a statement at a different time) does not directly relate to suppression; it is better managed by scheduling or workflow controls.

Option D (Employees on a performance improvement plan receive a different statement) would be handled by creating a separate template rather than using the Suppress Statement function.

#### NEW QUESTION # 24

Which information is included in the rollup report? Note: There are 2 correct answers to this question.

- A. The sum of budget total spend for each division, department, or location
- B. The sum of budget total spend for each planner in the hierarchy
- C. The detail of planning decisions for each employee in the hierarchy
- D. The average bonus payout amount

**Answer: B,C**

#### NEW QUESTION # 25

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

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

**Answer: A,C**

#### NEW QUESTION # 26

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