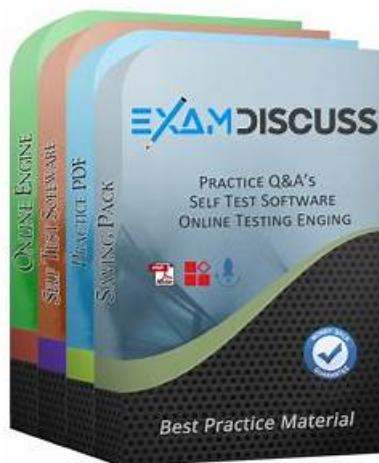


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SAP C-THR86-2505 Exam Syllabus Topics:

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

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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q25-Q30):

NEW QUESTION # 25

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.

The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 4-6%
*Total Increase is \$1,000
- B. Guideline is displayed as 2-3%
*Total Increase is \$500
- C. Guideline is displayed as 2-3%
*Total Increase is \$1,000
- D. Guideline is displayed as 4-6%
*Total Increase is \$500

Answer: B

Explanation:

When Salary Proration is used with a proration percentage (50% in this case) rather than dates, it affects both the guideline range and the total increase.

* Proration Impact on Guideline Range and Total Increase

* Guideline Adjustment: Since the proration is set to 50%, the guideline range (normally 4-6%) is adjusted by 50%, resulting in a prorated guideline of 2-3%.

* Total Increase Calculation: When the planner enters a \$1,000 merit increase, the proration factor is applied, resulting in a final increase of \$500 (50% of \$1,000).

* Why Other Options Are Incorrect

* Options A and B show the original guideline (4-6%), which does not reflect the proration adjustment.

* Option D incorrectly calculates the total increase without applying the 50% proration.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Salary Proration and Merit Guidelines.

NEW QUESTION # 26

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 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.
- B. 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.
- C. 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.
- D. 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.

Answer: D

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 # 27

In an EC-integrated compensation worksheet, what are some of the reasons you might include a lookup table in your configuration?

Note: There are 3 correct answers to this question.

- A. Determining appropriate car allowance by grade
- B. Converting a code into its text equivalent for display
- C. Providing budget percentage by country
- D. Holding previous year's salary by Employee ID
- E. Converting money values from functional to local currency

Answer: A,C,D

NEW QUESTION # 28

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 # 29

You are implementing compensation in an EC-integrated environment you are NOT using the promotion functionality.

To where can you publish data?

Note: There are 3 correct answers to this question.

- A. Job Information
- B. Employee Details
- C. Recurring Pay Components
- D. Compensation Information
- E. Custom MDF Objects

Answer: C,D,E

NEW QUESTION # 30

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