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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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.
Topic 3	• 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	• 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 5	• 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 6	• 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 7	• 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 8	• 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 (Q74-Q79):

NEW QUESTION # 74
You configured merit guidelines as shown in the screenshot.
If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

- A. 2%-4%
- B. 3%-5%
- C. 1%-2%
- D. 0%-0%

Answer: A

NEW QUESTION # 75
While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.
How can you accomplish this?

- A. Remove access to Employee Profile during compensation planning.
- B. Disable access to all statements, including the prior years' statements.
- C. Use Role-Based Permissions to control access to only display previous years' statements.
- D. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.

Answer: D

Explanation:
To control visibility of the current cycle's compensation statements while allowing access to past statements, use specific settings on the current year's statements:
* Option C: "Under the permissions of the current statement(s), change the setting to Generated statements are not viewable."

* By changing the settings of the current year's statement to "Generated statements are not viewable," you can control access to the current cycle's statements without impacting previous years. This option is effective for validation purposes as it restricts visibility for current statements while keeping historical statements accessible.
: SAP SuccessFactors Compensation Guide > Statement Management > Setting View Permissions for Current Statements.
Explanation for Incorrect Options:
Option A (Remove access to Employee Profile) is too broad, as it would prevent access to all employee profile content, not just the current statements.
Option B would restrict access to all statements, including past years.
Option D (Use Role-Based Permissions) does not provide specific control over statement visibility by year within the same compensation module.

NEW QUESTION # 76

Your customer has a compensation plan template with the functional currency USD. The manager's own currency is EUR. The manager's compensation worksheet contains employees who are paid in the following currencies: EUR, USD, CHF, GBP. Which view must you enable to make sure the manager can display the salary of all of their employees in GBP?

- A. The includePlannerCurrency view
- B. The includeLocalCurrency view
- C. The includeFunctionalCurrency view
- D. The includeAnyCurrency view

Answer: B

NEW QUESTION # 77

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: D

NEW QUESTION # 78

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

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

Answer: A

NEW QUESTION # 79

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It is common in modern society that many people who are more knowledgeable and capable than others finally lost some good opportunities for development because they didn't obtain the C_THR86_2505 Certification. The prerequisite for obtaining the C_THR86_2505 certification is to pass the exam, but not everyone has the ability to pass it at one time. Because of not having appropriate review methods and review materials, or not grasping the rule of the questions, so many candidates eventually failed to pass even if they have devoted much effort.

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