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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none"> • 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 6	<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 7	<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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q55-Q60):

NEW QUESTION # 55

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table",customCountry,1))/100.

The lookup table "budget_table" is configured with one input one output. There are three rows in the table:

- * USA = 5
- * GBR = 3
- * *=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Change the column to be of the Amount type.
- B. Remove the extra parentheses.
- **C. Surround the lookup function with the toNumber function.**
- D. Surround the curSalary with the toString function.

Answer: C

NEW QUESTION # 56

Which of the following fields can be used to group budgets? Note: There are 2 correct answers to this question.

- **A. Currency Code (localCurrencyCode)**

- B. Pay Grade (payGrade)
- C. Any custom, reportable, read-only String field
- D. Performance Rating (pmRating)

Answer: A,C

NEW QUESTION # 57

When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When an administrator makes a change to Field Based Permissions
- B. When there has been a change to an eligibility rule
- C. When an administrator changes the layout of the compensation plan template to add a new column
- D. When there has been an update to a lookup table
- E. When a performance rating is updated

Answer: B,D,E

Explanation:

The "Update All Worksheets" function in SuccessFactors Compensation is essential for synchronizing employee data changes across worksheets. It's used in specific scenarios:

* Update to a Lookup Table (Option A):

* Lookup tables are used for values such as exchange rates, merit guidelines, or budget percentages. If these values are updated, running "Update All Worksheets" ensures that the revised values apply across all worksheets.

* Performance Rating Update (Option B):

* If an employee's performance rating is modified in Employee Central or Performance Management, the update function ensures that the latest rating is reflected on the Compensation worksheet, which could affect merit or bonus calculations.

* Eligibility Rule Change (Option E):

* Changes in eligibility criteria, such as grade level or employment status, necessitate running

"Update All Worksheets" to ensure only eligible employees remain active on the worksheet, with any ineligible ones becoming grayed out or removed based on rule settings.

Excluded Options:

* Layout Change in Template (Option C): Changes to layout don't require an update to all worksheets as this doesn't affect employee data or calculations.

* Field Based Permissions (Option D): Field-based permission changes are applied immediately and don't require an update to worksheets.

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SAP SuccessFactors Compensation Guide, refer to the "When to Use the Update All Worksheets Function" section, detailing scenarios where data recalculations are necessary.

NEW QUESTION # 58

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

NEW QUESTION # 59

As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.
How can you best show this information?

- A. Create an Ad Hoc report share it with all planners.
- B. Create a Tile for inclusion on the planners' Dashboards.
- C. Enable the Executive Review - Read permission for all planners.
- **D. Include the Detailed (Rollup) Report option in the worksheet configuration.**

Answer: D

Explanation:

To give planners a comprehensive view of how their direct and indirect reports are adhering to allocated budgets before final approval, SAP SuccessFactors Compensation provides the Detailed (Rollup) Report option, which aggregates budget data across multiple hierarchy levels.

* Option A: "Include the Detailed (Rollup) Report option in the worksheet configuration."

* The Detailed (Rollup) Report allows planners to view budget allocation and adherence information for both direct and indirect reports in one consolidated report. This report is accessible from the worksheet, providing planners with visibility into how each level of their reporting structure is adhering to the assigned budgets before final approval.

: SAP SuccessFactors Compensation Guide > Worksheet Configuration > Setting Up Rollup Reports for Budget Overview.

Explanation for Incorrect Options:

Option B (Ad Hoc report) provides custom reporting capabilities but does not integrate directly with the compensation worksheet, limiting its effectiveness within the approval process.

Option C (Executive Review Read permission) is designed for higher-level review rather than for direct planner access.

Option D (Dashboard Tile) would not provide the detailed budget adherence view directly within the worksheet.

NEW QUESTION # 60

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