

# C-THR86-2505 Exam Actual Questions | C-THR86-2505 Knowledge Points



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

Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q37-Q42):

#### NEW QUESTION # 37

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

**Answer: A,B,E**

#### NEW QUESTION # 38

Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Application Interface Framework
- C. SAP Integration Suite

**Answer: A**

#### NEW QUESTION # 39

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

**Answer: C**

#### NEW QUESTION # 40

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

**Answer: B,D**

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 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 # 41

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND\_MANAGER columns?

- A. MANAGER: blank  
\*SECOND MANAGER: blank
- B. MANAGER: blank  
\*SECOND MANAGER: NO\_MANAGER
- C. MANAGER: NO\_MANAGER  
\*SECOND MANAGER: blank
- D. MANAGER: NO\_MANAGER  
\*SECOND\_MANAGER: NO\_MANAGER

**Answer: D**

## NEW QUESTION # 42

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