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

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

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### **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q51-Q56):**

#### **NEW QUESTION # 51**

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

**Answer: A**

#### **NEW QUESTION # 52**

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

- A. When there has been a change to an eligibility rule**
- B. When an administrator makes a change to Field Based Permissions

- C. When there has been an update to a lookup table
- D. When a performance rating is updated
- E. When an administrator changes the layout of the compensation plan template to add a new column

**Answer: A,C,D**

#### **NEW QUESTION # 53**

What checks can you make with the Check tool? Note: There are 2 correct answers to this question.

- A. Reportable fields correctly configured
- B. Custom validations correctly configured
- C. Circular hierarchies for form creation
- D. Accuracy of formula calculations

**Answer: C,D**

#### **NEW QUESTION # 54**

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

**Answer: A**

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 # 55**

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Create a new custom field with a formula under Column Designer.
- B. Create a lookup table with the number text.
- C. Update the Rating Label Format to Number-Text under Display Settings.
- D. Change the labels in the rating scale to include both the number text.

**Answer: C**

Explanation:

To display both the numerical and textual components in the standard Performance Rating field, you need to adjust the Rating Label Format in the Display Settings within the Compensation template setup.

\* Rating Label Format in Display Settings

- \* Option D: By setting the Rating Label Format to Number-Text, you enable the display of both the rating number and the descriptive text label in the Performance Rating field.
  - \* This adjustment applies the combined format (e.g., "3 - Meets Expectations") in the worksheet, allowing users to see both components simultaneously.
- \* Why Other Options Are Incorrect
  - \* Option A: Changing labels in the rating scale would only adjust the label text, not the combined display format.
  - \* Option B and Option C (custom field and lookup table) are unnecessary, as the Number-Text format can be set directly.
- \* Reference Documentation
  - \* SAP SuccessFactors Compensation Guide on Performance Rating Display Options.

## NEW QUESTION # 56

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