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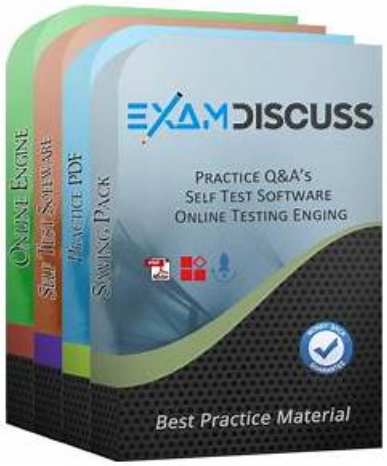

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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q74-Q79):

NEW QUESTION # 74
Which of the following updates require worksheets to be relaunched? Note: There are 2 correct answers to this question.

- A. Revise field-based permissions.
- B. Update lookup table contents.
- C. Update a formula in a custom column.
- D. Modify the route map.

Answer: A,B

NEW QUESTION # 75
In an EC-integrated implementation, which of the following EC elements can be used to map fields? Note: There are 3 correct answers to this question.

- A. Time Off
- B. Pay Components
- C. Biographical Information
- D. Background Elements
- E. MDF Objects

Answer: B,C,E

NEW QUESTION # 76
When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Change the rating scale in Performance Management.
- B. Add help text to the PM Rating field.
- C. Create a custom column referencing a lookup table to pull in the text.
- D. Update the field-based permissions for the PM Rating field.

Answer: D

NEW QUESTION # 77
What triggers can be used to force a planner to add comments without using custom validations? Note: There are 2 correct answers to this question.

- A. An employee is NOT given a raise, stock, or options at all.
- B. When an employee's final salary is below range penetration minimum.
- C. When an employee's raise exceeds the range penetration maximum.
- D. Any time an employee is given a raise, stock, or options.

Answer: A,D

Explanation:
In SAP SuccessFactors Compensation, comments can be required to provide context or justification for certain compensation decisions, without the need for custom validations.
* Force Comments Based on Actions Taken or Not Taken
* Option A: When an employee is awarded a raise, stock, or options, SuccessFactors can be configured to prompt a mandatory comment. This is managed through standard settings without custom validation.
* Option C: Conversely, if an employee does not receive a raise, stock, or options, a forced comment rule can ensure planners justify this decision.
* Why Other Options Are Incorrect
* Options B and D are not standard triggers for forced comments in SAP SuccessFactors Compensation. These types of validations would typically require custom validation logic.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Standard Comment Rules and Force Comment Settings.

NEW QUESTION # 78
Your customer has the following requirements for their compensation plan:
1. Allow planners to make recommendations outside of the high/low values. 2. Display only the max min values in the compensation worksheet. Which guideline rule settings must you set to fulfill these requirements?

- A. In Display Settings use min-max
  * Hard Limit: Yes
  * High/Low Action: Allow
- B. In Display Settings use min-max
  * Hard Limit: No
  * High/Low Action: Allow
- C. In Display Settings use low-high
  * Hard Limit: Yes
  * High/Low Action: Allow
- D. In Display Settings use min-max
  * Hard Limit: No
  * High/Low Action: Warn

Answer: B

NEW QUESTION # 79
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