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SAP C_THR86_2405
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Syllabus and Questions
SAP C_THR86_2405 Exam Guide

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SAP C_THR86_2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q10-Q15):

NEW QUESTION # 10

What action is required to enable Employee Central integration for a template?

- **A. Provide an effective date**
- B. Update pay guide format.
- C. Enable field-based permissions.
- D. Reload guidelines.

Answer: A

Explanation:

In SAP SuccessFactors Compensation, enabling integration with Employee Central requires specifying an effective date. This date is essential because Employee Central (EC) integration pulls data that is time- dependent, such as employee job information, pay components, and other relevant details.

* Providing an Effective Date for Integration

* Effective Date: Setting an effective date in the compensation template is necessary to synchronize data accurately from Employee Central. The system uses this date to retrieve the correct employee data as of that specific point in time.

* Why Other Options Are Incorrect

* Option A (field-based permissions) relates to access control but is not specifically required for enabling EC integration.

* Option B (reload guidelines) is used when updating or reloading guideline data but does not affect EC integration.

* Option C (update pay guide format) is unrelated to Employee Central integration.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Employee Central Integration Setup and Effective Date Configuration.

NEW QUESTION # 11

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%. The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 4-6%
* Total Increase is \$500
- B. Guideline is displayed as 2-3%
* Total Increase is \$500
- C. Guideline is displayed as 4-6%
* Total Increase is \$1,000
- D. Guideline is displayed as 2-3%
* Total Increase is \$1,000

Answer: B

NEW QUESTION # 12

What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. Only completed forms are affected.
- B. Change is dynamic to in-progress forms.
- C. In-progress forms are only affected when Update All Worksheets is run.
- D. In-progress forms are NOT affected.

Answer: B

Explanation:

When the currency conversion table is updated during a planning period, in-progress forms reflect these changes dynamically.

* Option C: "Change is dynamic to in-progress forms."

* In SAP SuccessFactors Compensation, currency conversion updates affect in-progress worksheets immediately and dynamically without the need for manual updates. This feature ensures accurate currency data throughout the planning period.

: SAP SuccessFactors Compensation Guide > Currency Management > Impact of Currency Conversion Updates on In-Progress Worksheets.

Explanation for Incorrect Options:

Option A is incorrect because in-progress forms are indeed updated dynamically.

Option B incorrectly states that only completed forms are affected.

Option D suggests that a manual update is required, which is not the case for currency conversion updates.

NEW QUESTION # 13

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Executive Review Export Permissions
- B. Compensation Management Permissions
- C. Executive Review Edit Permissions
- D. Report Permissions

Answer: C

NEW QUESTION # 14

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 includeAnyCurrency view
- C. The includeFunctionalCurrency view

