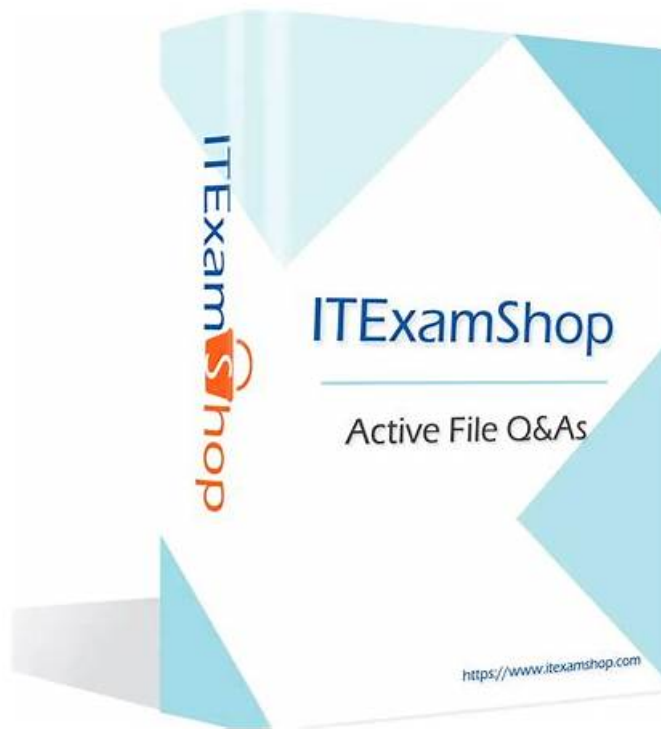


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### SAP C\_THR86\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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>
Topic 3	<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 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>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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q58-Q63):

### NEW QUESTION # 58

Your non-EC customer wants only users in Pay Grade 1 2 to be ineligible for Lump Sum; Pay Grades 3 through 9 are eligible. What can you do to fulfill this requirement?

Note: There are 3 correct answers to this question.

- A. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- B. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that goes through the eligible Pay Grades makes them eligible for the Lump Sum field.
- C. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 3 through 9 eligible for the Lump Sum field.
- D. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- E. Start with all employees are eligible. In the UDF, set the LUMPSUM ELIGIBLE field to FALSE for Grades 1 2, TRUE for Grades 3 through 9.

Answer: B,D,E

### NEW QUESTION # 59

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus. What is the correct syntax to calculate the adjustment budget?

- A. `toNumber(lookup("2018_BudgetPool", custom Country,customStatus,2))*curSalary`
- B. `toNumber(lookup("2018_BudgetPool", custom Country,customStatus,1))*curSalary`
- C. `toNumber(lookup("2018_BudgetPool", custom Country,customStatus,adjustment))*curSalary`
- D. `toNumber(lookup("2018_BudgetPool,custom Country, customStatus, Adjustment))*curSalary`

Answer: B

### NEW QUESTION # 60

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create a read-only string field make it reportable.
- B. Create an editable string field with enumerated values.
- C. Create an editable string field make it reportable.

- D. Create a read-only string field make it reloadable.

**Answer: B**

### NEW QUESTION # 61

You configure the following salary rule in the compensation plan template:  
How does the system behave?

- **A. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum**  
\*The planner can save the merit recommendation by selecting Cancel in the pop-up message.
- B. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.  
\*The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- C. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.  
\*The planner can save the merit recommendation.
- D. The rule prevents the planner from saving the merit increase.  
\*The planner must go back change their merit recommendation.

**Answer: A**

### NEW QUESTION # 62

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

**Answer: D**

### NEW QUESTION # 63

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