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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 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 3	• 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 4	• 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	• 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 6	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q67-Q72):

NEW QUESTION # 67
Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.
How do you build the eligibility rule to make this happen?

- A. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.
- B. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.
- C. Check the Hire Date field to see if the employee started at least 2 years ago.
- D. Check if the Event Reason is New Hire the effective date is 2 years ago.

Answer: C

NEW QUESTION # 68
A customer is using the Standard Manager hierarchy would like the following approval process:
1. Planning Manager
2. Next Level Manager
3. Reward Team member who launched the forms How will you set this up in the Route Map?

- A. Manager - Manager's Manager - User
- B. Manager - Manager's Manager - Originator
- C. Employee Manager - User
- D. Employee Manager - Originator

Answer: D

NEW QUESTION # 69
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 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.
- B. 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.
- 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 eligible. 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: A,B,E

NEW QUESTION # 70
As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.
How can you best show this information?

- A. Create an Ad Hoc report share it with all planners.
- B. Include the Detailed (Rollup) Report option in the worksheet configuration.
- C. Enable the Executive Review - Read permission for all planners.
- D. Create a Tile for inclusion on the planners' Dashboards.

Answer: B

NEW QUESTION # 71
You configured merit guidelines as shown in the screenshot.
If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

- A. 1%-2%
- B. 2%-4%
- C. 0%-0%
- D. 3%-5%

Answer: B

NEW QUESTION # 72
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