

# Free PDF 2026 SAP C-THR86-2505: Exam SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Duration



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

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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>

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### **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q55-Q60):**

#### **NEW QUESTION # 55**

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

Note: There are 2 correct answers to this question.

- A. USERNAME
- B. STATUS
- C. USERID
- D. MANAGER

**Answer: B,C**

#### **NEW QUESTION # 56**

Your client wishes to limit new employee salaries so that no employee can exceed 125% compa- ratio. They do not award lump sums.

How can you configure the worksheet to meet this requirement? Note: There are 2 correct answers to this question.

- A. Create a custom validation of type Error to ensure that the column curRatio is less than 125.
- B. Create a custom validation of type Error to ensure that the column compaRatio is less than 125.
- C. Create a standard validation of type "splitOrDisallow" action "exceed" with the Threshold at 125.
- D. Create a standard validation of type "disallow" action "exceed" with the Threshold at 125.

**Answer: B,D**

#### **NEW QUESTION # 57**

Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase.

What is the best way to accomplish this?

- A. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- **B. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "no-raise."**
- C. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- D. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.

**Answer: B**

Explanation:

When planners need to provide a reason for not awarding a merit increase, this can be enforced through standard validation rules.

\* Setting a Force Comment Rule with "No-Raise" Mode

\* In SuccessFactors Compensation, under the Define Standard Validation Rules section, you can set a Force Comment Rule with the mode set to "no-raise." This triggers a required comment whenever a planner decides not to give a merit increase.

\* This is a straightforward way to enforce explanations for no-raise situations, leveraging standard settings.

\* Why Other Options Are Incorrect

\* Option B is incorrect because custom validation formulas are not necessary for this type of forced comment.

\* Option C (comp-force-comment-config tag with mode "guideline") is unrelated to no-raise situations.

\* Option D (setting mode to "raise") is incorrect as this would trigger comments for raises, not for when no raise is given.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Force Comment Rules.

**NEW QUESTION # 58**

Which of the following tasks require that worksheets are moved to Complete before they can be performed?

Note: There are 2 correct answers to this question.

- **A. Generating Compensation Statements**
- B. Compensation Plan Activity Audit
- C. Exporting data from Executive Review
- **D. Publishing Compensation Results in Employee Central**

**Answer: A,D**

Explanation:

In SAP SuccessFactors Compensation, certain actions require that worksheets are marked as "Complete" to finalize and lock in all data. This requirement ensures data integrity and consistency across various processes in the compensation cycle.

\* Option A: "Generating Compensation Statements"

\* Before generating compensation statements, it is necessary to complete the worksheets. Once a worksheet is marked as "Complete," it locks the data, allowing for consistent and finalized data to be used in the compensation statements.

: SAP SuccessFactors Compensation Guide > Worksheet Management > Requirements for Generating Statements.

Option B: "Publishing Compensation Results in Employee Central"

Publishing compensation data to Employee Central also requires worksheets to be in the "Complete" status.

This ensures that only verified and approved data is transferred to Employee Central, preventing any discrepancies.

Reference: SAP SuccessFactors Compensation and Employee Central Integration Guide > Publishing Compensation Data > Requirements for Publishing to Employee Central.

Explanation for Incorrect Options:

Option C (Exporting data from Executive Review) does not require worksheets to be marked as complete.

Option D (Compensation Plan Activity Audit) is a monitoring tool that does not require worksheet completion to track activities.

**NEW QUESTION # 59**

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

- A. When an administrator makes a change to Field Based Permissions
- **B. When there has been a change to an eligibility rule**
- C. When an administrator changes the layout of the compensation plan template to add a new column
- **D. When a performance rating is updated**
- **E. When there has been an update to a lookup table**

**Answer: B,D,E**

## NEW QUESTION # 60

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