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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<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.

Topic 3	<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 4	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q40-Q45):

NEW QUESTION # 40

Your client has two salary plans - one for Executives another for non-Executives. Which tool can be used to combine the results from both templates in a single output document?

Note: There are 2 correct answers to this question.

- A. Story reports
- B. Executive Review
- C. Aggregate export
- D. Ad Hoc report

Answer: C,D

NEW QUESTION # 41

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.

How can you accomplish this?

- A. Use two compensation worksheet templates.
- B. Use the suppress statement function.
- C. Use conditional text sections in the statement editor.
- D. Create multiple statement templates use groups.

Answer: C

Explanation:

In SAP SuccessFactors Compensation, you can use conditional text sections to display different content based on performance ratings or other criteria.

* Using Conditional Text Sections

* Option C: Conditional text sections allow the statement editor to show specific text for employees based on defined conditions, such as performance ratings. This way, employees with low ratings can see one version of text, while those with high ratings see another.

* Why Other Options Are Incorrect

* Option A (multiple templates) is more complex and unnecessary when conditional text is sufficient.

* Option B (two worksheet templates) adds administrative complexity.

* Option D (suppress statement function) is used to hide statements, not to vary the content based on conditions.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Statement Editor and Conditional Text Setup.

NEW QUESTION # 42

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. Compensation Plan Activity Audit
- B. Publishing Compensation Results in Employee Central
- C. Exporting data from Executive Review

- **D. Generating Compensation Statements**

Answer: B,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 # 43

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

Answer: C,D

NEW QUESTION # 44

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change.

What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- **A. The pay grade remains the same as it was when the forms were created.**
- B. The employee becomes ineligible.
- C. The new pay grade is displayed.
- D. New forms need to be created because an error will be shown.

Answer: A

NEW QUESTION # 45

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