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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q54-Q59):

NEW QUESTION # 54
Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev, test, production tenants.
- B. It can be accessed by using SAP For Me.
- C. Customers can grant access to the dashboard to partners.
- D. It can be used in all SAP S/4HANA Cloud editions.

Answer: B,C

NEW QUESTION # 55
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 - Originator
- B. Manager - Manager's Manager - User
- C. Employee Manager - Originator
- D. Employee Manager - User

Answer: C

NEW QUESTION # 56
What are the valid hierarchy types available when selecting the Method of Planner in Compensation? Note: There are 3 correct answers to this question.

- A. Standard Suite hierarchy (including Inactives)

- B. HR Manager hierarchy
- C. Rollup hierarchy (including Inactives)
- D. Compensation hierarchy (Second Manager)
- E. Standard Suite hierarchy

Answer: C,D,E

NEW QUESTION # 57

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Create a new custom field with a formula under Column Designer.
- B. Change the labels in the rating scale to include both the number text.
- C. Create a lookup table with the number text.
- D. Update the Rating Label Format to Number-Text under Display Settings.

Answer: D

Explanation:
To display both the numerical and textual components in the standard Performance Rating field, you need to adjust the Rating Label Format in the Display Settings within the Compensation template setup.
* Rating Label Format in Display Settings
* Option D: By setting the Rating Label Format to Number-Text, you enable the display of both the rating number and the descriptive text label in the Performance Rating field.
* This adjustment applies the combined format (e.g., "3 - Meets Expectations") in the worksheet, allowing users to see both components simultaneously.
* Why Other Options Are Incorrect
* Option A: Changing labels in the rating scale would only adjust the label text, not the combined display format.
* Option B and Option C (custom field and lookup table) are unnecessary, as the Number-Text format can be set directly.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Performance Rating Display Options.

NEW QUESTION # 58

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.
How can this requirement be met through configuration?

- A. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
  * Use the Publish Selected Employees in Employee Central to publish the data for this country.
  * Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- B. Create a lookup table that contains the different dates that uses country as an input.
  * Create a custom date column that reads from the lookup table based on employee country.
  * Map the column ID of the custom date column to the "start-date" of the pay component in the XML.
- C. Enter the effective date for the largest country in the Employee Central Settings screen.
  * Publish the results of the planning for all countries.
  * Manually modify the effective dates of the resulting EC data for the smaller countries.
- D. Create a lookup table that contains the different dates that uses country as an input.
  * Map the lookup table name to the "start-date" of the pay component in the XML.

Answer: B

NEW QUESTION # 59

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