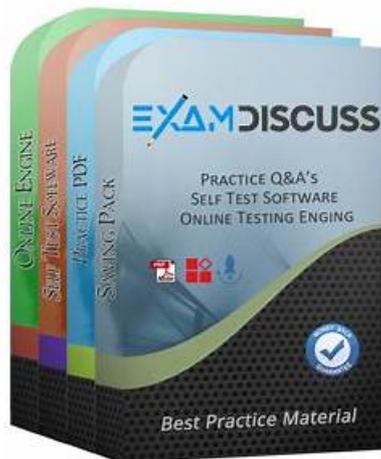


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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 4	<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 5	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q23-Q28):

NEW QUESTION # 23

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

Answer: C,D

NEW QUESTION # 24

What checks can you make with the Check tool? Note: There are 2 correct answers to this question.

- **A. Accuracy of formula calculations**
- B. Custom validations correctly configured
- **C. Circular hierarchies for form creation**
- D. Reportable fields correctly configured

Answer: A,C

NEW QUESTION # 25

Your customer has part-time full-time employees. You notice that for part-time employees, their compa-ratio in EC is different than in Compensation. What do you configure in the system to have it calculate the correct compa-ratio take into account the FTE?

- A. Create a custom Amount column to store FTE rather than using the standard FTE column.
- **B. Set the XML attribute isActualSalaryImported to False in the compensation plan template ensure standard FTE field is used.**
- C. Add values in the EC Pay Range object to align with each FTE.
- D. Set the XML attribute isActualSalaryImported to True in the compensation plan template ensure standard FTE field is used.

Answer: B

NEW QUESTION # 26

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table",customCountry,1))/100.

The lookup table "budget_table" is configured with one input one output. There are three rows in the table:

- *USA = 5
- *GBR = 3
- **=-2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Surround the lookup function with the toNumber function.
- B. Surround the curSalary with the toString function.
- C. Remove the extra parentheses.
- D. Change the column to be of the Amount type.

Answer: A

Explanation:

In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:

* Option B: "Surround the lookup function with the toNumber function."

* In this formula, (curSalary lookup("budget_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget_table", customCountry, 1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.

: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.

Explanation for Incorrect Options:

Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.

Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.

Option D does not impact the data type and thus would not resolve the issue.

NEW QUESTION # 27

You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.

An employee in the US has a rating of 3. What will be their default merit increase?

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

Answer: C

NEW QUESTION # 28

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