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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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	<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"> 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 5	<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.
Topic 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q61-Q66):

NEW QUESTION # 61

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

Answer: A

NEW QUESTION # 62

What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. Change is dynamic to in-progress forms.
- B. In-progress forms are NOT affected.
- C. Only completed forms are affected.
- D. In-progress forms are only affected when Update All Worksheets is run.

Answer: A

NEW QUESTION # 63

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Define roles responsibilities as part of a process transformation office.
- B. Establish an organizational structure, technical foundation, transformation methodology for clean core.
- C. Establish regular housekeeping tasks procedures.
- D. Establish release management.
- E. Integrate clean core practices in the end-to-end value process chain.

Answer: A,B,D

NEW QUESTION # 64

At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched the performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire.

All new hires are assigned a rating of "Good".

How will these ratings appear on the Salary worksheet?

- **A. Unrated**
- B. Too new to rate
- C. Good
- D. N/A

Answer: A

NEW QUESTION # 65

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- **A. Create an editable string field with enumerated values.**
- B. Create a read-only string field make it reloadable.
- C. Create an editable string field make it reportable.
- D. Create a read-only string field make it reportable.

Answer: A

Explanation:

In SAP SuccessFactors Compensation, when a field requires planners to select from a pre-defined list of reasons (enumerated values) for categorizing lump sum reasons, it's essential to set up an editable string field with enumerated values.

* Configuring an Editable Field with Enumerated Values

* Enumerated values allow you to create a drop-down list of predefined options that planners can select from, ensuring standardized data entry.

* The field should be configured as editable so that planners can choose from the list on the worksheet, providing clear reasoning for each lump sum entry.

* Why Option C is Correct This option provides a list (enumeration) that is required to capture structured data for reporting and analysis purposes. It also enables consistent categorization by offering selectable reasons, reducing manual data entry errors.

* Why Other Options Are Incorrect

* Option A and D (read-only fields) do not allow planner input and therefore cannot be used for selections.

* Option B (editable string without enumerated values) would allow free text, which doesn't ensure consistent categorization.

* Reference Documentation

* SAP SuccessFactors Compensation Configuration Guide: Configuring Editable Fields and Enumerated Values.

* SAP Help Portal: Field and Custom Column Setup in Compensation.

NEW QUESTION # 66

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