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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>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 3	<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>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>

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## SAP C\_THR86\_2505 Reliable Test Experience & C\_THR86\_2505 Current Exam Content

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is why I want to introduce our SAP original questions to you.

## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q19-Q24):**

### **NEW QUESTION # 19**

Your customer is based in the UK has a functional currency of GBP. However, they also have offices in the US (USD), France (EUR), Germany (EUR). They would like the budget displayed in local currency for all planners - for example, German planners see the budget in EUR, not GBP.

How can you best accomplish this?

Note: There are 2 correct answers to this question.

- **A. Use budget grouping group on the local currency code.**
- B. Disable Functional Currency mode.
- C. Have four separate templates, one for each country.
- **D. Enable Planner Currency mode.**

**Answer: A,D**

### **NEW QUESTION # 20**

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- **A. By exporting troubleshooting information found on the Define Planners screen**
- **B. By using the Check Tool**
- C. By using the Rollup Hierarchy report
- D. By changing the Method of Planner to Compensation Manager Hierarchy

**Answer: A,B**

### **NEW QUESTION # 21**

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. IDoc
- **B. OData**
- **C. SOAP**
- D. RFC

**Answer: B,C**

Explanation:

SAP recommends using OData and SOAP APIs to achieve clean core integrations with SAP SuccessFactors.

These API types are designed to work within the SAP ecosystem and support integration scenarios without impacting the core system structure.

\* OData API

\* OData is a REST-based API standard and is SAP's preferred choice for modern, scalable, and lightweight integrations, especially within SuccessFactors. It is ideal for clean core integrations that interact with business data.

\* SOAP API

\* SOAP is a widely used API protocol in SAP integrations and is highly structured, making it suitable for clean and stable integrations. Many SuccessFactors services support SOAP, especially for HR and payroll-related integrations.

\* Why Other Options Are Incorrect

\* Option B (IDoc) and Option C (RFC) are older SAP interface protocols typically used for SAP ECC or SAP S/4HANA on-premise integrations, but they are not generally recommended for SuccessFactors clean core cloud integrations.

\* Reference Documentation

\* SAP SuccessFactors Integration Guide on OData and SOAP API Usage.

### **NEW QUESTION # 22**

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. Employee Manager - Originator
- B. Employee Manager - User
- C. Manager - Manager's Manager - Originator
- D. Manager - Manager's Manager - User

**Answer: A**

### NEW QUESTION # 23

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus. What is the correct syntax to calculate the adjustment budget?

- A. `toNumber(lookup("2018_BudgetPool", custom Country,customStatus,2))"curSalary`
- B. `toNumber(lookup("2018_BudgetPool", custom Country,customStatus,1))"curSalary`
- C. `toNumber(lookup("2018_BudgetPool,custom Country, customStatus, Adjustment))*curSalary`
- D. `toNumber(lookup("2018_BudgetPool", custom Country,customStatus,adjustment))"curSalary`

**Answer: B**

Explanation:

In SAP SuccessFactors Compensation, using look-up tables in formulas is a common method to calculate budget adjustments based on multiple criteria like an employee's country and status. This question is about selecting the correct syntax for using a look-up table to calculate a custom budget based on these criteria. Let's break down the logic and syntax for why option A is correct.

\* Look-up Table Functionality in Compensation TemplatesIn SuccessFactors Compensation, look-up tables are used to fetch values dynamically based on specific conditions. The lookup function in SAP allows fetching data from a pre-defined table by matching values from specified columns.

\* Syntax and Parameters in the Lookup FunctionThe lookup function syntax in SAP SuccessFactors Compensation is generally:

plaintext

Copy code

```
lookup("<lookupTableName>", <lookupKey1>, <lookupKey2>, <columnIndex>)
```

\* <lookupTableName>: Name of the look-up table (in this case, "2018\_BudgetPool").

\* <lookupKey1> and <lookupKey2>: The fields in the form template used to search in the look-up table. Here, the customCountry and customStatus fields are used to locate the relevant budget value.

\* <columnIndex>: Specifies the index of the column to retrieve. In this scenario, "1" refers to the budget adjustment percentage in the look-up table.

\* Correct Formula Explanation

\* Option A: `toNumber(lookup("2018_BudgetPool", customCountry, customStatus, 1)) * curSalary`

\* This option correctly uses the lookup function to locate the appropriate adjustment factor (e.

g., 1%) from the 2018\_BudgetPool table based on the employee's country (customCountry) and status (customStatus).

\* The toNumber() function is applied to ensure the fetched value is numeric, allowing it to be used in multiplication.

\* The formula then multiplies the adjustment factor by the current salary (curSalary) to calculate the adjustment budget.

\* Why Other Options Are Incorrect

\* Option B: `toNumber(lookup("2018_BudgetPool, customCountry, customStatus, Adjustment)) * curSalary`

\* This option contains syntax errors, such as missing quotation marks around the table name, and "Adjustment" is not a parameter in this lookup. The syntax is incorrect for SuccessFactors' formula setup.

\* Option C: `toNumber(lookup("2018_BudgetPool", customCountry,customStatus, 2)) * curSalary`

\* Incorrect because customCountry,customStatus is treated as a single parameter, which is invalid. Each key (customCountry and customStatus) should be separated by a comma, not a period.

\* Option D: `toNumber(lookup("2018_BudgetPool", customCountry, customStatus, adjustment)) * curSalary`

\* This option misuses "adjustment" as a parameter in the lookup, which is not defined within the context of the table structure.

\* Additional SAP SuccessFactors Compensation References

\* SAP SuccessFactors Compensation Guide: Refer to SAP Help Portal's SuccessFactors Compensation Guide for syntax rules of lookup tables.

\* Lookup Table Configuration: In the configuration, ensure that the look-up table (2018\_BudgetPool) is correctly defined with

customCountry and customStatus as keys, and that the adjustment percentage is in the correct column (column index 1 in this example).

The correct formula, Option A, follows SAP's syntax requirements and functional logic to retrieve the adjustment budget accurately.

## NEW QUESTION # 24

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