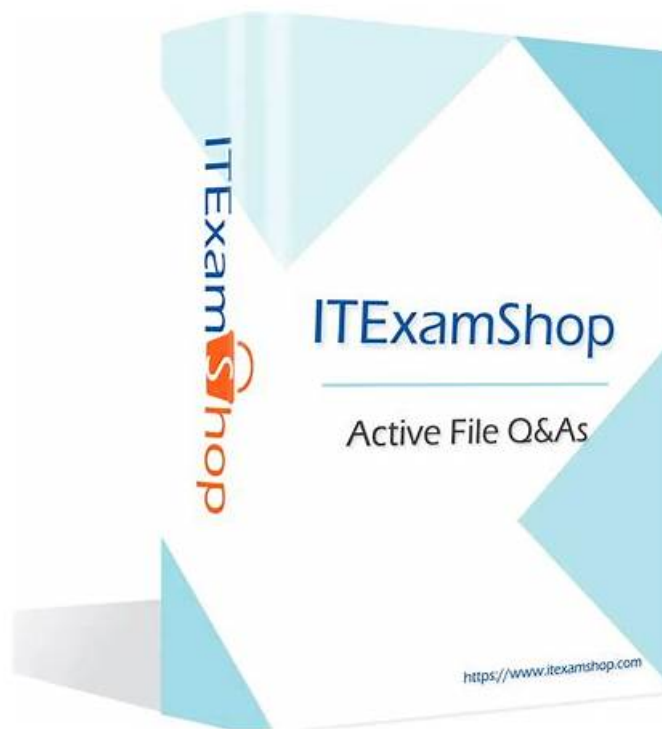


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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.
Topic 5	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q16-Q21):

NEW QUESTION # 16

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

Answer: D

NEW QUESTION # 17

Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Set the guideline pattern to be low-high.
* Set the high value for all guidelines to be 10.
- B. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
* Define each guideline formula with a default value of 10.
- C. Enable a hard limit stop for the merit guideline in Admin Center.
* Set the maximum value to 0.10 for all guideline formulas.
- **D. Enable a hard limit stop for the merit guideline in Admin Center.**
* Set the maximum value to 10 for all guideline formulas.

Answer: D

NEW QUESTION # 18

What can be configured under Define Standard Validation Rules? Note: There are 2 correct answers to this question.

- A. Disallow save when budget is exceeded.
- **B. Force comment when recommendation is outside guidelines.**
- **C. Split to Lump Sum when exceeding salary range.**
- D. Update guideline hard limit.

Answer: B,C

NEW QUESTION # 19

Your client wants to restrict entry into the Lump Sum field to only members of the reward team. How can you achieve this?

- **A. Use field-based permissions on the Lump Sum field a permission group of named individuals.**
- B. Set the Lump Sum field to read-only to prevent planners from using it.
- C. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.
- D. Use mass actions through the Executive Review.

Answer: A

Explanation:

Field-based permissions allow specific control over who can view or edit fields in the compensation worksheet.

* Restricting Access to Lump Sum Field with Field-Based Permissions

* Option C: In SAP SuccessFactors Compensation, you can configure field-based permissions so only selected users (e.g., members of the reward team) can access and edit the Lump Sum field.

* This approach uses a permission group to grant edit permissions only to specific individuals, ensuring that only authorized personnel can make entries in the Lump Sum field.

* Why Other Options Are Incorrect

* Option A (mass actions via Executive Review) does not restrict individual access to fields.

* Option B (setting guidelines to zero) does not provide role-based access restriction and may cause confusion in the compensation planning process.

* Option D (setting the field to read-only) would prevent all planners from editing, not just those outside the reward team.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Field-Based Permissions and Permission Groups.

NEW QUESTION # 20

A customer's salary process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits. The merit guideline is based upon performance rating, compa-ratio, two custom fields, Country Job Family. The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes. How can this requirement be met?

- A. Set the Force Default On Custom Column Change option within guidelines to Yes.
*Make sure the Country Job Family columns are both reloadable.
- B. Set the Force Default On Rating Change option within guidelines to Yes.
*Make sure the Country column is reloadable Job Family is not.
- C. Ensure the default value for all merit guidelines is non-zero.
*Make sure the Country Job Family columns are both reloadable.
- **D. Set the Force Default On Custom Column Change option within guidelines to Yes.**
*Make sure the Country column is reloadable Job Family is not.

Answer: D

Explanation:

In SAP SuccessFactors Compensation, the Force Default On Custom Column Change option in guidelines ensures that when specific custom fields change (such as Country), the merit increase is reset to its default.

This meets the requirement of resetting the merit increase only when Country changes, not when Job Family changes.

* Configuring Force Default on Custom Column Change

* Option D: By setting Force Default On Custom Column Change to "Yes," the system will reset the merit increase to default values whenever a change occurs in a reloadable custom field marked as critical.

* Reloadable Columns: Making only the Country column reloadable ensures that changes in Country will trigger the reset, while Job

Family changes will not affect the merit guideline.

* Why Other Options Are Incorrect

* Option A involves Force Default On Rating Change, which is irrelevant for custom columns like Country or Job Family.

* Option B and Option C involve making both Country and Job Family reloadable, which does not meet the requirement to ignore Job Family changes.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Guidelines and Force Default Settings.

NEW QUESTION # 21

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