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Critical Information C-THR86-2505 Online Learning Environment

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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	• Set Up Import Tables:This section of the exam assesses the ability of Compensation Analysts to configure and import required compensation-related tables. It includes loading lookup tables and data required for business rules and logic.
Topic 3	• 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 4	• 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 5	• 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	• 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 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q20-Q25):

NEW QUESTION # 20
Which of the following customer scenarios is a good use of the Suppress Statement function? Note: There are 2 correct answers to this question.

- A. Employees who were hired after a certain date do NOT get a statement.
- B. Employees in one country get a statement at a different time from those in other countries.
- C. Employees who are on a performance improvement plan get a different statement from those who are not.
- D. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.

Answer: A,D

Explanation:
The Suppress Statement function in SAP SuccessFactors Compensation is used to selectively prevent statement generation for specific employee groups based on predefined criteria.
* Option A: "Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement."
* This scenario is a suitable use of the Suppress Statement function. Only employees who receive RSU (Restricted Stock Units) grants will have a statement generated, while those without RSUs will not. This selective suppression prevents irrelevant statements from being issued.
: SAP SuccessFactors Compensation Guide > Statement Management > Suppressing Statements Based on Eligibility Criteria.
Option B: "Employees who were hired after a certain date do NOT get a statement." Employees hired after a specific date, often set as a cutoff for eligibility in a compensation cycle, can be excluded from statement generation using the Suppress Statement function. This prevents issuing statements to employees who were not part of the compensation cycle or plan.
Reference: SAP SuccessFactors Compensation Guide > Statement Management > Using Suppress Statement Function for Hire Date Criteria.
Explanation for Incorrect Options:
Option C (Employees in one country get a statement at a different time) does not directly relate to suppression; it is better managed by scheduling or workflow controls.

Option D (Employees on a performance improvement plan receive a different statement) would be handled by creating a separate template rather than using the Suppress Statement function.

NEW QUESTION # 21
What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

- A. Promote an employee.
- B. Display salary history.
- C. View budgets.
- D. Import salary history into the profile.
- E. Enter recommendations.

Answer: A,B,E

NEW QUESTION # 22
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. In-progress forms are only affected when Update All Worksheets is run.
- D. Only completed forms are affected.

Answer: A

Explanation:
When the currency conversion table is updated during a planning period, in-progress forms reflect these changes dynamically.
* Option C: "Change is dynamic to in-progress forms."
* In SAP SuccessFactors Compensation, currency conversion updates affect in-progress worksheets immediately and dynamically without the need for manual updates. This feature ensures accurate currency data throughout the planning period.
: SAP SuccessFactors Compensation Guide > Currency Management > Impact of Currency Conversion Updates on In-Progress Worksheets.
Explanation for Incorrect Options:
Option A is incorrect because in-progress forms are indeed updated dynamically.
Option B incorrectly states that only completed forms are affected.
Option D suggests that a manual update is required, which is not the case for currency conversion updates.

NEW QUESTION # 23
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. In-progress forms are only affected when Update All Worksheets is run.
- D. Only completed forms are affected.

Answer: A

NEW QUESTION # 24
You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.
In the user record of the CEO, what values would you use for the MANAGER SECOND_MANAGER columns?

- A. MANAGER: NO_MANAGER
  * SECOND_MANAGER: NO_MANAGER
- B. MANAGER: blank
  * SECOND MANAGER: NO_MANAGER
- C. MANAGER: NO_MANAGER

* SECOND MANAGER: blank
- D. MANAGER: blank
  * SECOND MANAGER: blank

Answer: A

NEW QUESTION # 25
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