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## SAP C_THR86_2505 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • 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 | • 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 3 | • 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 4 | • 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 | • 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. |

# SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q60-Q65):

NEW QUESTION # 60
Your customer has implemented SAP SuccessFactors Employee Central (EC) now wishes to implement a single global compensation template. However, only part of the organization is in Employee Central. Some countries are still using SAP ERP, but there are plans to move to SAP SuccessFactors Employee Central over the next two years. The customer wants to use the Compensation module to plan for all employees, regardless of where their employee data sits.
What is the recommended approach to this scenario?

- A. Suggest a phased approach where the non-EC employees become part of the process later as they migrate.
- B. Create a single EC-integrated template use the Hybrid Template option.
- C. Create a single non-integrated template, export the EC employees, import them via UDF.
- D. Create two templates - one with EC integration one without.

**Answer: B**

NEW QUESTION # 61
A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%. How would you proceed?

- A. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- B. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- C. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.
- D. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.

**Answer: C**

NEW QUESTION # 62
For which customer requirement do you need to develop a custom statement?

- A. Different statements per employee group
- B. Field visibility is conditional on amount
- C. Mix of data from compensation variable pay
- D. Pie graph showing compensation element distribution

**Answer: D**

NEW QUESTION # 63

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

**Answer: D**

## NEW QUESTION # 64
Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Business Accelerator Hub
- C. SAP Application Interface Framework

**Answer: B**

Explanation:
SAP provides the SAP Business Accelerator Hub (formerly known as the SAP API Business Hub) as a comprehensive resource to explore released APIs for various SAP products, including SuccessFactors.
* SAP Business Accelerator Hub
* The Business Accelerator Hub hosts an extensive library of APIs, documentation, and use cases for SAP products. Users can explore OData, SOAP, and other available APIs specific to SAP SuccessFactors.
* Why Other Options Are Incorrect
* Option A (SAP Application Interface Framework) is mainly used for error handling and monitoring within on-premise SAP environments.
* Option B (SAP Integration Suite) is used for integration scenarios but does not provide a library to explore APIs; it's intended for creating and managing integrations.
* Reference Documentation
* SAP Help Portal and SAP Business Accelerator Hub on Exploring and Using APIs.

## NEW QUESTION # 65
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