

# C-THR86-2505 Pass4sure | Study Guide C-THR86-2505 Pdf



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## SAP C-THR86-2505 Exam Syllabus Topics:

| Topic   | Details  |
|---------|--|
| Topic 1 | <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>                   |
| Topic 2 | <ul style="list-style-type: none"> <li>• 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.</li> </ul> |

|         |  |
|---------|--|
| Topic 3 | <ul style="list-style-type: none"> <li>• <b>Implementation Test:</b> 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.</li> </ul>                            |
| Topic 4 | <ul style="list-style-type: none"> <li>• <b>Managing Employee Specific Data:</b> 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 5 | <ul style="list-style-type: none"> <li>• <b>Reports and Workflows:</b> 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 6 | <ul style="list-style-type: none"> <li>• <b>Compensation Plan Guidelines:</b> 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.</li> </ul> |
| Topic 7 | <ul style="list-style-type: none"> <li>• <b>Plan Settings:</b> 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 8 | <ul style="list-style-type: none"> <li>• <b>Set Up Import Tables:</b> 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.</li> </ul>                          |

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q27-Q32):

#### NEW QUESTION # 27

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

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

**Answer: B,C,D**

#### NEW QUESTION # 28

In an EC-integrated implementation, which of the following EC elements can be used to map fields? Note: There are 3 correct answers to this question.

- **A. MDF Objects**

- B. Biographical Information
- C. Time Off
- D. Pay Components
- E. Background Elements

**Answer: A,B,D**

#### NEW QUESTION # 29

A customer is using the following number format: ###0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- A. 0
- B. 1
- C. 2
- D. 3

**Answer: D**

#### NEW QUESTION # 30

Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase.

What is the best way to accomplish this?

- A. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "no-raise."
- B. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- C. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- D. Use custom validations with the formula 'iff(merit>0,"FALSE","TRUE")'.

**Answer: A**

Explanation:

When planners need to provide a reason for not awarding a merit increase, this can be enforced through standard validation rules.

\* Setting a Force Comment Rule with "No-Raise" Mode

\* In SuccessFactors Compensation, under the Define Standard Validation Rules section, you can set a Force Comment Rule with the mode set to "no-raise." This triggers a required comment whenever a planner decides not to give a merit increase.

\* This is a straightforward way to enforce explanations for no-raise situations, leveraging standard settings.

\* Why Other Options Are Incorrect

\* Option B is incorrect because custom validation formulas are not necessary for this type of forced comment.

\* Option C (comp-force-comment-config tag with mode "guideline") is unrelated to no-raise situations.

\* Option D (setting mode to "raise") is incorrect as this would trigger comments for raises, not for when no raise is given.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Force Comment Rules.

#### NEW QUESTION # 31

Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.

How do you build the eligibility rule to make this happen?

- A. Check the Hire Date field to see if the employee started at least 2 years ago.
- B. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.
- C. Check if the Event Reason is New Hire the effective date is 2 years ago.
- D. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.

**Answer: A**

Explanation:

To configure eligibility based on tenure, you can use the Hire Date field in SAP SuccessFactors to determine how long an employee has been with the company.

\* Option B: "Check the Hire Date field to see if the employee started at least 2 years ago."

\* By configuring an eligibility rule that references the Hire Date, you can set criteria to check if the employee's start date is at least two years before the form's effective date. This ensures only employees with over two years of tenure are eligible for the Lump Sum : SAP SuccessFactors Compensation Admin Guide > Eligibility Rules Engine > Creating Rules Based on Hire Date.

Explanation for Incorrect Options:

Option A uses the Job Information effective date, which reflects the current position start date rather than total tenure.

Option C relies on help text and does not restrict eligibility based on tenure.

Option D is not applicable as it does not calculate tenure based on hire date but rather on an event reason, which may not always indicate the start of employment.

## NEW QUESTION # 32

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