

# Quiz SAP - Fantastic C-THR86-2505 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Latest Exam



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<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 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<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 5	<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>
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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q68-Q73):

#### NEW QUESTION # 68

You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.

An employee in the US has a rating of 3. What will be their default merit increase?

- A. 1%
- B. 0%
- C. 4%
- D. 2%

**Answer: D**

#### NEW QUESTION # 69

As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.

How can you best show this information?

- A. Create an Ad Hoc report share it with all planners.
- B. Create a Tile for inclusion on the planners' Dashboards.
- C. Include the Detailed (Rollup) Report option in the worksheet configuration.
- D. Enable the Executive Review - Read permission for all planners.

**Answer: C**

Explanation:

To give planners a comprehensive view of how their direct and indirect reports are adhering to allocated budgets before final approval, SAP SuccessFactors Compensation provides the Detailed (Rollup) Report option, which aggregates budget data across multiple hierarchy levels.

\* Option A: "Include the Detailed (Rollup) Report option in the worksheet configuration."

\* The Detailed (Rollup) Report allows planners to view budget allocation and adherence information for both direct and indirect reports in one consolidated report. This report is accessible from the worksheet, providing planners with visibility into how each level of their reporting structure is adhering to the assigned budgets before final approval.

: SAP SuccessFactors Compensation Guide > Worksheet Configuration > Setting Up Rollup Reports for Budget Overview.

Explanation for Incorrect Options:

Option B (Ad Hoc report) provides custom reporting capabilities but does not integrate directly with the compensation worksheet, limiting its effectiveness within the approval process.

Option C (Executive Review Read permission) is designed for higher-level review rather than for direct planner access.

Option D (Dashboard Tile) would not provide the detailed budget adherence view directly within the worksheet.

### NEW QUESTION # 70

What action is required to enable Employee Central integration for a template?

- A. Provide an effective date
- B. Enable field-based permissions.
- C. Update pay guide format.
- D. Reload guidelines.

**Answer: A**

### NEW QUESTION # 71

Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Executive Review - Import permission.
- B. The user needs the Executive Review - Export permission.
- C. The user needs the Executive Review - Edit permission.
- D. The user needs the Executive Review - Mass Action permission.
- E. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.

**Answer: A,B,C**

Explanation:

To use the Executive Review Offline Edit feature in SAP SuccessFactors Compensation, certain permissions are required for downloading data, making bulk changes offline, and re-uploading those changes.

\* Executive Review - Export Permission

\* Option A: This permission allows users to export the compensation data from the Executive Review page to a downloadable format (such as Excel). This is essential for performing offline edits.

\* Executive Review - Import Permission

\* Option B: This permission enables users to import or re-upload the edited data back into the system after making bulk changes offline. It's critical to ensure these changes are successfully integrated into the worksheet.

\* Executive Review - Edit Permission

\* Option D: This permission allows users to edit entries within the Executive Review interface. It is necessary for making adjustments to compensation data.

\* Why Other Options Are Incorrect

\* Option C (Executive Review - Mass Action permission) is unrelated to offline editing; it pertains to actions like applying mass updates within the online Executive Review.

\* Option E (Ad Hoc Reports for the Compensation Planning domain) is for reporting rather than permissions directly related to offline editing capabilities.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Executive Review Permissions and Offline Edit Requirement

### NEW QUESTION # 72

Your client uses a Salary Pay Matrix table for Pay Ranges. What are some Leading Practices Considerations around the maintenance use of these tables? Note: There are 2 correct answers to this question.

- A. Salary range tables should always be provided in the client's Functional Currency.
- B. Do not update salary range tables that were referenced in forms that have been launched for a prior cycle.
- C. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.
- D. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.

**Answer: B,C**

### NEW QUESTION # 73

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