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## SAP C\_THR86\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</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>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 4	<ul style="list-style-type: none"><li>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.</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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q75-Q80):

### NEW QUESTION # 75

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

**Answer: A,D,E**

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 # 76

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Update the Rating Label Format to Number-Text under Display Settings.
- B. Change the labels in the rating scale to include both the number text.
- C. Create a lookup table with the number text.
- D. Create a new custom field with a formula under Column Designer.

**Answer: A**

#### NEW QUESTION # 77

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- A. By using the Rollup Hierarchy report
- B. By using the Check Tool
- C. By exporting troubleshooting information found on the Define Planners screen
- D. By changing the Method of Planner to Compensation Manager Hierarchy

**Answer: B,C**

#### NEW QUESTION # 78

You are implementing compensation in an EC-integrated environment you are NOT using the promotion functionality. To where can you publish data?

Note: There are 3 correct answers to this question.

- A. Employee Details
- B. Compensation Information
- C. Custom MDF Objects
- D. Job Information
- E. Recurring Pay Components

**Answer: B,C,E**

#### NEW QUESTION # 79

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

**Answer: A**

#### NEW QUESTION # 80

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