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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
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	• 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.
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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q28-Q33):

NEW QUESTION # 28
When should you configure a compensation template using the Second Manager hierarchy? Note: There are 2 correct answers to this question.

- A. Your customer wants someone other than the standard manager to make compensation recommendations.
- B. Your customer wants to include HR in their route map.
- C. Your customer has more than three manager approval levels in their route map.
- D. Your customer wants only directors above to do planning.

Answer: A,D

NEW QUESTION # 29
Your client wants to display a paragraph in the body of the Compensation Statement that is displayed only to employees who are on a Performance Improvement Plan (PIP). An employee is on a PIP if they have a rating of 1 or 2. The standard Rating column is available on the worksheet.
However, the client does not want the rating itself to ever be displayed on the Statement. How can you satisfy this requirement?

- A. Include the rating on the statement in the right section.
  * Include a Conditional Text Section on the statement using the rating field as a condition.
  * Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- B. Include the rating on the statement in the right section.
  * Include a Conditional Text Section on the statement using the rating field as a condition.
  * Ensure the rating field is hidden on the statement by setting an impossible display condition.
- C. Add a paragraph to the body of the Statement that states that the section applies only to those who are on a Performance Improvement Plan those employees who are not may ignore the paragraph.
- D. Include a Conditional Text Section on the statement using the rating field as a condition because all columns on the worksheet are available for conditional logic.
  * Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.

Answer: D

NEW QUESTION # 30

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. Enable the Executive Review - Read permission for all planners.
- C. Create a Tile for inclusion on the planners' Dashboards.
- D. Include the Detailed (Rollup) Report option in the worksheet configuration.

Answer: D

NEW QUESTION # 31

Which information is included in the rollup report? Note: There are 2 correct answers to this question.

- A. The detail of planning decisions for each employee in the hierarchy
- B. The sum of budget total spend for each planner in the hierarchy
- C. The sum of budget total spend for each division, department, or location
- D. The average bonus payout amount

Answer: A,B

NEW QUESTION # 32

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Executive Review Export Permissions
- B. Report Permissions
- C. Executive Review Edit Permissions
- D. Compensation Management Permissions

Answer: C

NEW QUESTION # 33

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