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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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.
Topic 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q26-Q31):

NEW QUESTION # 26
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 mass actions through the Executive Review.
- B. Use field-based permissions on the Lump Sum field a permission group of named individuals.
- C. Set the Lump Sum field to read-only to prevent planners from using it.
- D. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.

Answer: B

Explanation:
Field-based permissions allow specific control over who can view or edit fields in the compensation worksheet.
* Restricting Access to Lump Sum Field with Field-Based Permissions
* Option C: In SAP SuccessFactors Compensation, you can configure field-based permissions so only selected users (e.g., members of the reward team) can access and edit the Lump Sum field.
* This approach uses a permission group to grant edit permissions only to specific individuals, ensuring that only authorized personnel can make entries in the Lump Sum field.
* Why Other Options Are Incorrect
* Option A (mass actions via Executive Review) does not restrict individual access to fields.
* Option B (setting guidelines to zero) does not provide role-based access restriction and may cause confusion in the compensation planning process.
* Option D (setting the field to read-only) would prevent all planners from editing, not just those outside the reward team.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Field-Based Permissions and Permission Groups.

NEW QUESTION # 27
Your customer has the following requirements for their compensation plan:
1.Allow planners to make recommendations outside of the high/low values.

2. Display only the max min values in the compensation worksheet.
Which guideline rule settings must you set to fulfill these requirements?

- A. In Display Settings use min-max
  *Hard Limit: No
  *High/Low Action: Warn
- B. In Display Settings use min-max
  *Hard Limit: No
  *High/Low Action: Allow
- C. In Display Settings use min-max
  *Hard Limit: Yes
  *High/Low Action: Allow
- D. In Display Settings use low-high
  *Hard Limit: Yes
  *High/Low Action: Allow

Answer: B

Explanation:
To allow planners to make recommendations outside of the high/low values but only display max and min values on the worksheet:
* Option A: "In Display Settings use min-max, Hard Limit: No, High/Low Action: Allow"
* Min-max display shows only the minimum and maximum guideline values. Setting Hard Limit to "No" allows planners to make recommendations outside these values, and High/Low Action:
Allow enables the flexibility needed by the client.
: SAP SuccessFactors Compensation Guide > Guideline Management > Setting High/Low and Hard Limit Options.
Explanation for Incorrect Options:
Options B, C, and D include settings that would restrict planner flexibility or incorrectly display guideline ranges.

NEW QUESTION # 28
How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

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

Answer: B,C

Explanation:
To check for breaks in the Planning Manager Hierarchy in SAP SuccessFactors Compensation, you can use the following methods:
* Export troubleshooting information from the Define Planners screen: This option allows you to download a file that shows detailed planner hierarchy information, enabling you to identify gaps or breaks in the structure.
References: SAP SuccessFactors Compensation User Guide - Troubleshooting and Hierarchy Management.

NEW QUESTION # 29
Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Enable a hard limit stop for the merit guideline in Admin Center.
  * Set the maximum value to 0.10 for all guideline formulas.
- B. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
  * Define each guideline formula with a default value of 10.
- C. Enable a hard limit stop for the merit guideline in Admin Center.
  * Set the maximum value to 10 for all guideline formulas.
- D. Set the guideline pattern to be low-high.
  * Set the high value for all guidelines to be 10.

Answer: C

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. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- C. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- D. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.

Answer: A

NEW QUESTION # 31

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