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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> • 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 2	<ul style="list-style-type: none"> • 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 3	<ul style="list-style-type: none"> • 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 4	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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 8	<ul style="list-style-type: none"> • 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 (Q56-Q61):

NEW QUESTION # 56

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table", customCountry, 1))/100.

The lookup table "budget_table" is configured with one input one output. There are three rows in the table:

- * USA = 5
- * GBR = 3
- * *=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Surround the curSalary with the toString function.
- **B. Surround the lookup function with the toNumber function.**
- C. Remove the extra parentheses.
- D. Change the column to be of the Amount type.

Answer: B

NEW QUESTION # 57

You configured merit guidelines as shown in the screenshot.

If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

- A. 1%-2%
- B. 0%-0%
- C. 2%-4%
- D. 3%-5%

Answer: C

NEW QUESTION # 58

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

Answer: B

NEW QUESTION # 59

Which of the following scenarios involving a Lookup table are valid solutions to a customer requirement?

Note: There are 2 correct answers to this question.

- A. To determine the proper Event Reason for EC publishing based on employee Country.
- B. To determine a budget percentage that is based upon employee Country Job Category.
- C. To determine the median salary of an employee based upon Pay Grade, Legal Entity, FTE.
- D. To choose between two Event Reasons for EC publishing based upon whether an employee received a promotion with their pay adjustment.

Answer: A,B

NEW QUESTION # 60

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. Compensation Management Permissions
- D. Executive Review Edit Permissions

Answer: D

Explanation:

In SAP SuccessFactors Compensation, granting the appropriate permissions to HR Business Partners (HRBPs) is crucial to supporting the salary review process effectively while maintaining data security and integrity. The following permissions are typically managed with caution:

* Executive Review Edit Permissions (Option C):

* It is not recommended to grant all HRBPs "Executive Review Edit Permissions" as this allows for extensive changes across compensation plans, which may be inappropriate for all HRBP roles. This permission should generally be reserved for high-level administrators or managers who need to make adjustments at the executive review level.

Other Permissions:

* Executive Review Export Permissions (Option A) and Report Permissions (Option B) are commonly provided to HRBPs for data analysis.

* Compensation Management Permissions (Option D) is often necessary for HRBPs to carry out their roles effectively, enabling them to manage employee compensation-related tasks.

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SAP SuccessFactors Role-Based Permissions Guide and Compensation Administration documentation, under sections detailing "Executive Review Permissions" and recommended access settings for HRBPs.

NEW QUESTION # 61

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