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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	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 3	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 4	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.
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	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q69-Q74):

NEW QUESTION # 69

A customer's salary process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits. The merit guideline is based upon performance rating, compa-ratio, two custom fields, Country Job Family. The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes. How can this requirement be met?

- A. Set the Force Default On Custom Column Change option within guidelines to Yes.
* Make sure the Country Job Family columns are both reloadable.
- B. Set the Force Default On Rating Change option within guidelines to Yes.
* Make sure the Country column is reloadable Job Family is not.
- **C. Set the Force Default On Custom Column Change option within guidelines to Yes.**
* **Make sure the Country column is reloadable Job Family is not.**
- D. Ensure the default value for all merit guidelines is non-zero.
* Make sure the Country Job Family columns are both reloadable.

Answer: C

NEW QUESTION # 70

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

Answer: C

NEW QUESTION # 71

Which actions are controlled by role-based permissions? Note: There are 2 correct answers to this question.

- **A. Making changes through Executive Review**
- B. Opening compensation worksheets
- **C. Updating a Compensation Statement**
- D. Editing columns on a worksheet

Answer: A,C

NEW QUESTION # 72

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC. How can this requirement be met through configuration?

- A. Create a lookup table that contains the different dates that uses country as an input.
* Map the lookup table name to the "start-date" of the pay component in the XML.

- B. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
 - * Use the Publish Selected Employees in Employee Central to publish the data for this country.
 - * Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- C. Enter the effective date for the largest country in the Employee Central Settings screen.
 - * Publish the results of the planning for all countries.
 - * Manually modify the effective dates of the resulting EC data for the smaller countries.
- D. Create a lookup table that contains the different dates that uses country as an input.
 - * Create a custom date column that reads from the lookup table based on employee country.
 - * Map the column ID of the custom date column to the "start-date" of the pay component in the XML.

Answer: D

NEW QUESTION # 73

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. 4%
- C. 0%
- D. 2%

Answer: D

NEW QUESTION # 74

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