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C-THR86-2505 Materials: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation



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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none"> 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	<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 (Q58-Q63):

NEW QUESTION # 58

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- B. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- C. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.**
- D. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.

Answer: C

Explanation:

To display the Lump Sum item on the compensation statement for sales employees only, use a condition based on whether the Lump Sum amount is greater than 0.

* Option D: "You can include the Lump Sum item in the statement template and set a condition on its display so that it will only be shown if it is greater than 0."

* By including the Lump Sum field and setting a display condition where it only appears if the Lump Sum amount is greater than 0, the statement will automatically hide the Lump Sum item for non-sales employees (who would have a 0 value for this field).

: SAP SuccessFactors Compensation Guide > Statement Configuration > Setting Conditional Display for Statement Items.

Explanation for Incorrect Options:

Option A would affect worksheet visibility but not the statement display.

Option B suggests creating a separate template, which is unnecessary.

Option C proposes adding a disclaimer rather than using a conditional display, which may be less professional.

NEW QUESTION # 59

What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. Change is dynamic to in-progress forms.
- B. Only completed forms are affected.
- C. In-progress forms are only affected when Update All Worksheets is run.
- D. In-progress forms are NOT affected.

Answer: A

NEW QUESTION # 60

Your EC-integrated client wishes to plan on monthly salaries for employees in the UK, but on annual salaries for employee in the US. All employees have their salaries stored in EC with a single pay component with a frequency of "monthly" because of payroll integration constraints.

Which of the following options is a solution for this requirement?

- A. Use two templates with one having curSalary mapped to the pay component the other on the pay component group.
- B. Include the unitsPerYear standard column set it to 12.
- C. Use meritTarget set to the pay component value divided by 12.
- D. Use two different pay components for salary with the US one having the "Use for Comp Planning" set to "None" the UK one set to "Comp."

Answer: A

NEW QUESTION # 61

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. 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.
- B. 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.
- C. 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.
- D. 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.

Answer: C

NEW QUESTION # 62

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.
- B. Use Role-Based Permissions to control access to only display previous years' statements.
- C. Disable access to all statements, including the prior years' statements.
- D. Remove access to Employee Profile during compensation planning.

Answer: A

Explanation:

To control visibility of the current cycle's compensation statements while allowing access to past statements, use specific settings on the current year's statements:

- * Option C: "Under the permissions of the current statement(s), change the setting to Generated statements are not viewable."
- * By changing the settings of the current year's statement to "Generated statements are not viewable," you can control access to the current cycle's statements without impacting previous years. This option is effective for validation purposes as it restricts visibility for current statements while keeping historical statements accessible.

: SAP SuccessFactors Compensation Guide > Statement Management > Setting View Permissions for Current Statements.

Explanation for Incorrect Options:

Option A (Remove access to Employee Profile) is too broad, as it would prevent access to all employee profile content, not just the current statements.

Option B would restrict access to all statements, including past years.

Option D (Use Role-Based Permissions) does not provide specific control over statement visibility by year within the same compensation module.

NEW QUESTION # 63

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