

C-THR86-2505 Exam Consultant - Valid C-THR86-2505 Vce



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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 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	• 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	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q50-Q55):

NEW QUESTION # 50

Your non-EC customer wants only users in Pay Grade 1 2 to be ineligible for Lump Sum; Pay Grades 3 through 9 are eligible. What can you do to fulfill this requirement?

Note: There are 3 correct answers to this question.

- A. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- B. Start with all employees are eligible. In the UDF, set the LUMPSUM ELIGIBLE field to FALSE for Grades 1 2, TRUE for Grades 3 through 9.
- C. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- D. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that goes through the eligible Pay Grades makes them eligible for the Lump Sum field.
- E. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 3 through 9 eligible for the Lump Sum field.

Answer: A,B,D

NEW QUESTION # 51

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create a read-only string field make it reportable.
- B. Create a read-only string field make it reloadable.
- C. Create an editable string field with enumerated values.
- D. Create an editable string field make it reportable.

Answer: C

Explanation:

In SAP SuccessFactors Compensation, when a field requires planners to select from a pre-defined list of reasons (enumerated values) for categorizing lump sum reasons, it's essential to set up an editable string field with enumerated values.

* Configuring an Editable Field with Enumerated Values

* Enumerated values allow you to create a drop-down list of predefined options that planners can select from, ensuring standardized data entry.

* The field should be configured as editable so that planners can choose from the list on the worksheet, providing clear reasoning for each lump sum entry.

* Why Option C is Correct This option provides a list (enumeration) that is required to capture structured data for reporting and analysis purposes. It also enables consistent categorization by offering selectable reasons, reducing manual data entry errors.

* Why Other Options Are Incorrect

* Option A and D (read-only fields) do not allow planner input and therefore cannot be used for selections.

* Option B (editable string without enumerated values) would allow free text, which doesn't ensure consistent categorization.

* Reference Documentation

* SAP SuccessFactors Compensation Configuration Guide: Configuring Editable Fields and Enumerated Values.

* SAP Help Portal: Field and Custom Column Setup in Compensation.

NEW QUESTION # 52

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND_MANAGER columns?

- A. MANAGER: NO_MANAGER
*SECOND_MANAGER: NO_MANAGER
- B. MANAGER: blank
*SECOND_MANAGER: blank
- C. MANAGER: blank
*SECOND_MANAGER: NO_MANAGER
- D. MANAGER: NO_MANAGER
*SECOND_MANAGER: blank

Answer: A

NEW QUESTION # 53

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

Answer: D

NEW QUESTION # 54

For which customer requirement do you need to develop a custom statement?

- A. Field visibility is conditional on amount
- B. Different statements per employee group
- C. Pie graph showing compensation element distribution
- D. Mix of data from compensation variable pay

Answer: C

Explanation:

SAP SuccessFactors Compensation statements do not support advanced graphical elements like pie charts directly within standard statements.

* Creating Custom Statements for Graphs

* Option B: A custom statement would be required to include advanced elements such as pie graphs, as standard statement templates do not natively support graphical components.

* Why Other Options Are Incorrect

* Option A (mix of data from compensation and variable pay), Option C (different statements per employee group), and Option D (conditional field visibility based on amount) are all possible with standard statement configurations.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Custom Statement Development and Standard vs. Custom Statement Capabilities.

NEW QUESTION # 55

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