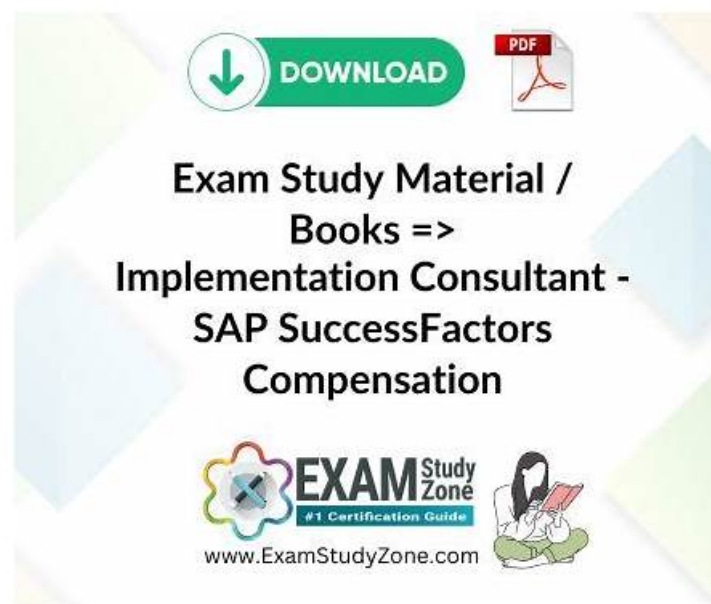


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SAP C-THR86-2505 Exam Syllabus Topics:

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	• 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	• 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 4	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q79-Q84):

NEW QUESTION # 79

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.

How can you accomplish this?

- A. Use the suppress statement function.
- **B. Use conditional text sections in the statement editor.**
- C. Use two compensation worksheet templates.
- D. Create multiple statement templates use groups.

Answer: B

Explanation:

In SAP SuccessFactors Compensation, you can use conditional text sections to display different content based on performance ratings or other criteria.

* Using Conditional Text Sections

* Option C: Conditional text sections allow the statement editor to show specific text for employees based on defined conditions, such as performance ratings. This way, employees with low ratings can see one version of text, while those with high ratings see another.

* Why Other Options Are Incorrect

* Option A (multiple templates) is more complex and unnecessary when conditional text is sufficient.

* Option B (two worksheet templates) adds administrative complexity.

* Option D (suppress statement function) is used to hide statements, not to vary the content based on conditions.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Statement Editor and Conditional Text Setup.

NEW QUESTION # 80

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. Create a new custom field with a formula under Column Designer.
- **D. Update the Rating Label Format to Number-Text under Display Settings.**

Answer: D

Explanation:

To display both the numerical and textual components in the standard Performance Rating field, you need to adjust the Rating Label Format in the Display Settings within the Compensation template setup.

- * Rating Label Format in Display Settings

- * Option D: By setting the Rating Label Format to Number-Text, you enable the display of both the rating number and the descriptive text label in the Performance Rating field.

- * This adjustment applies the combined format (e.g., "3 - Meets Expectations") in the worksheet, allowing users to see both components simultaneously.

- * Why Other Options Are Incorrect

- * Option A: Changing labels in the rating scale would only adjust the label text, not the combined display format.

- * Option B and Option C (custom field and lookup table) are unnecessary, as the Number-Text format can be set directly.

- * Reference Documentation

- * SAP SuccessFactors Compensation Guide on Performance Rating Display Options.

NEW QUESTION # 81

You configure the following salary rule in the compensation plan template:

How does the system behave?

- A. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
*The planner can save the merit recommendation by selecting Cancel in the pop-up message.
- B. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
*The planner can save the merit recommendation.
- C. The rule prevents the planner from saving the merit increase.
*The planner must go back change their merit recommendation.
- D. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
*The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.

Answer: A

NEW QUESTION # 82

Your customer has a compensation plan template with the functional currency USD. The manager's own currency is EUR. The manager's compensation worksheet contains employees who are paid in the following currencies: EUR, USD, CHF, GBP. Which view must you enable to make sure the manager can display the salary of all of their employees in GBP?

- A. The includeLocalCurrency view
- B. The includePlannerCurrency view
- C. The includeFunctionalCurrency view
- D. The includeAnyCurrency view

Answer: A

NEW QUESTION # 83

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

Answer: D

NEW QUESTION # 84

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