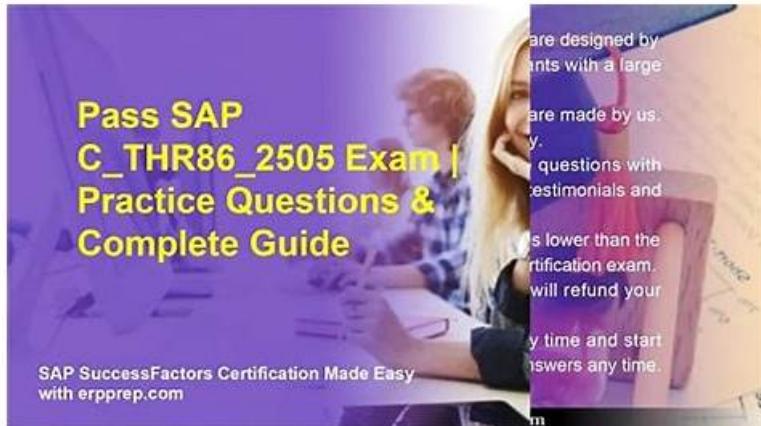# C_THR86_2505 Exam Introduction - Latest C_THR86_2505 Guide Files

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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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	• 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 (Q55-Q60):

NEW QUESTION # 55

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Compensation Management Permissions
- B. Report Permissions
- C. Executive Review Edit Permissions
- D. Executive Review Export Permissions

Answer: C

NEW QUESTION # 56

What is the recommended leading practice workflow for a compensation template?

- A. Manager Planning → Next Level Manager Review → HR Manager Planning → Complete
- B. Process Setup Manager Planning → Next Level Manager Review → Third Level Manager Review → Complete
- C. Manager Planning → Next Level Manager Review → Compensation Admin Review → HR Manager Planning → Complete
- D. Process Setup → Manager Planning → Next Level Manager Review → Final Review → Complete

Answer: D

NEW QUESTION # 57

Your customer is going through a divestiture would like to extract all of the historical data from compensation planning for the divested entity prior to purging the data from SAP SuccessFactors. How can you capture the compensation data from your compensation plans? Note: There are 2 correct answers to this question.

- A. Export from Executive Review.
- B. Export from the employee history file.
- C. Run an Ad Hoc report.
- D. Run the Rollup report.

Answer: A,C

NEW QUESTION # 58

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

Answer: B

NEW QUESTION # 59

What is the recommended leading practice workflow for a compensation template?

- A. Process Setup Manager Planning # Next Level Manager Review # Third Level Manager Review # Complete
- B. Process Setup # Manager Planning # Next Level Manager Review # Final Review # Complete
- C. Manager Planning # Next Level Manager Review # Compensation Admin Review # HR Manager Planning # Complete
- D. Manager Planning # Next Level Manager Review # HR Manager Planning # Complete

Answer: B

Explanation:
The recommended workflow for compensation templates ensures structured review and approval, following best practices to ensure accuracy and compliance in compensation decisions.
* Recommended Workflow Stages
* Process Setup: The Compensation Admin configures the process.
* Manager Planning: Line managers make initial compensation recommendations.
* Next Level Manager Review: Next-level managers review and adjust recommendations as necessary.
* Final Review: HR or Compensation Admin conducts a final review to ensure compliance and data accuracy.
* Complete: The process is finalized and completed.
* Why Other Options Are Incorrect
* Options B, C, and D omit the Final Review or include additional manager levels not typically required, making them less aligned with the standard leading practice.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Compensation Cycle Workflow and Template Setup.

NEW QUESTION # 60

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