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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	• 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	• 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.

- 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q57-Q62):

NEW QUESTION # 57

Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.

How do you build the eligibility rule to make this happen?

- A. Check if the Event Reason is New Hire the effective date is 2 years ago.
- B. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.
- C. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.
- **D. Check the Hire Date field to see if the employee started at least 2 years ago.**

Answer: D

NEW QUESTION # 58

At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched the performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire.

All new hires are assigned a rating of "Good".

How will these ratings appear on the Salary worksheet?

- A. N/A
- B. Good
- **C. Unrated**
- D. Too new to rate

Answer: C

NEW QUESTION # 59

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

Note: There are 2 correct answers to this question.

- A. MANAGER
- **B. STATUS**
- C. USERNAME
- **D. USERID**

Answer: B,D

Explanation:

When importing a compensation-specific User Data File (UDF) in SAP SuccessFactors Compensation, selecting "Assign default required field values for new users if none specified" in provisioning helps auto-fill necessary fields. However, certain fields must still be present for the import to function correctly:

* USERID: This column uniquely identifies each employee and is mandatory as it links users to their respective records.

References: SAP SuccessFactors Compensation Implementation Guide - Required Fields for User Data File Import.

NEW QUESTION # 60

What action is required to enable Employee Central integration for a template?

- A. Reload guidelines.
- **B. Provide an effective date**
- C. Enable field-based permissions.
- D. Update pay guide format.

Answer: B

Explanation:

In SAP SuccessFactors Compensation, enabling integration with Employee Central requires specifying an effective date. This date is essential because Employee Central (EC) integration pulls data that is time- dependent, such as employee job information, pay components, and other relevant details.

* Providing an Effective Date for Integration

* Effective Date: Setting an effective date in the compensation template is necessary to synchronize data accurately from Employee Central. The system uses this date to retrieve the correct employee data as of that specific point in time.

* Why Other Options Are Incorrect

* Option A (field-based permissions) relates to access control but is not specifically required for enabling EC integration.

* Option B (reload guidelines) is used when updating or reloading guideline data but does not affect EC integration.

* Option C (update pay guide format) is unrelated to Employee Central integration.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Employee Central Integration Setup and Effective Date Configuration.

NEW QUESTION # 61

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

Note: There are 2 correct answers to this question.

- A. MANAGER
- **B. STATUS**
- C. USERNAME
- **D. USERID**

Answer: B,D

NEW QUESTION # 62

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