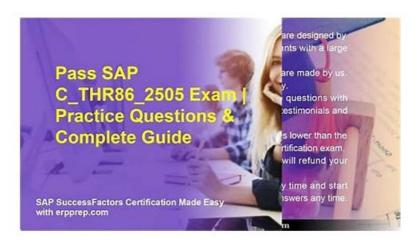
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SAP C-THR86-2505 Exam Syllabus Topics:

Details
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.
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.
 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.
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.
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.
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 7

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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q78-Q83):

NEW QUESTION #78

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

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

Answer: D

NEW QUESTION #79

How many custom columns may be used as Formula Criteria for Guidelines?

- A. There is no limit on custom columns
- B. 0
- C. 1
- D. 2

Answer: B

NEW QUESTION #80

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

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

Answer: A

NEW QUESTION #81

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- A. By changing the Method of Planner to Compensation Manager Hierarchy
- B. By exporting troubleshooting information found on the Define Planners screen
- C. By using the Rollup Hierarchy report
- D. By using the Check Tool

Answer: B,D

NEW OUESTION #82

Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Executive Review Edit permission.
- B. The user needs the Executive Review Export permission.
- C. The user needs the Executive Review Mass Action permission.
- D. The user needs the Executive Review Import permission.
- E. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.

Answer: A,B,D

Explanation:

To use the Executive Review Offline Edit feature in SAP SuccessFactors Compensation, certain permissions are required for downloading data, making bulk changes offline, and re-uploading those changes.

- * Executive Review Export Permission
- * Option A: This permission allows users to export the compensation data from the Executive Review page to a downloadable format (such as Excel). This is essential for performing offline edits.
- * Executive Review Import Permission
- * Option B: This permission enables users to import or re-upload the edited data back into the system after making bulk changes offline. It's critical to ensure these changes are successfully integrated into the worksheet.
- * Executive Review Edit Permission
- * Option D: This permission allows users to edit entries within the Executive Review interface. It is necessary for making adjustments to compensation data.
- * Why Other Options Are Incorrect
- * Option C (Executive Review Mass Action permission) is unrelated to offline editing; it pertains to actions like applying mass updates within the online Executive Review.
- * Option E (Ad Hoc Reports for the Compensation Planning domain) is for reporting rather than permissions directly related to offline editing capabilities.
- * Reference Documentation
- * SAP SuccessFactors Compensation Guide on Executive Review Permissions and Offline Edit Requirement

NEW QUESTION #83

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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) certification has become a basic requirement to advance rapidly in the information technology sector. Since SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) actual dumps are vital to prepare quickly for the examination. Therefore, you will need them if you desire to ace the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) exam in a short time.

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