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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	• 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 5	• 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 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	• 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.

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

NEW QUESTION # 57
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 goes through the eligible Pay Grades makes them eligible for the Lump Sum field.
- B. 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.
- C. 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.
- D. 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.
- E. 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.

Answer: A,C,D

NEW QUESTION # 58
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. 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.
- C. The rule prevents the planner from saving the merit increase.
  * The planner must go back change their merit recommendation.
- D. 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.

Answer: A

NEW QUESTION # 59

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.
- B. Remove access to Employee Profile during compensation planning.
- C. Use Role-Based Permissions to control access to only display previous years' statements.
- D. Disable access to all statements, including the prior years' statements.

Answer: A

Explanation:

To control visibility of the current cycle's compensation statements while allowing access to past statements, use specific settings on the current year's statements:

* Option C: "Under the permissions of the current statement(s), change the setting to Generated statements are not viewable."

* By changing the settings of the current year's statement to "Generated statements are not viewable," you can control access to the current cycle's statements without impacting previous years. This option is effective for validation purposes as it restricts visibility for current statements while keeping historical statements accessible.

: SAP SuccessFactors Compensation Guide > Statement Management > Setting View Permissions for Current Statements.

Explanation for Incorrect Options:

Option A (Remove access to Employee Profile) is too broad, as it would prevent access to all employee profile content, not just the current statements.

Option B would restrict access to all statements, including past years.

Option D (Use Role-Based Permissions) does not provide specific control over statement visibility by year within the same compensation module.

NEW QUESTION # 60

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change.

What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. The pay grade remains the same as it was when the forms were created.
- B. The employee becomes ineligible.
- C. The new pay grade is displayed.
- D. New forms need to be created because an error will be shown.

Answer: A

NEW QUESTION # 61

Your customer would like the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review. However, they want to make sure that this is only possible during the last week of the planning cycle.

How can you achieve this?

- A. Create a custom editable Money field use custom validation to check that values are NOT entered until the correct date.
- B. Create a custom editable Money field. In the formula to calculate the final salary, use the dateDiff() function to determine if the custom column can override the calculated value.
- C. Create a custom read-only Money field change read-only to No on the correct date.
- D. Create a custom editable Money field with field-based permissions set to read-only. Change the permissions to editable on the correct date.

Answer: B

NEW QUESTION # 62

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