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## SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q58-Q63):

### NEW QUESTION # 58

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

**Answer: B**

### NEW QUESTION # 59

Which of the following requires the use of custom validations? Note: There are 2 correct answers to this question.

- A. An error message when planners enter a promotion without changing pay grade**
- B. An error message when adjustments are entered in two different fields
- C. An error message when the maximum guideline is exceeded
- D. A warning message when the budget is exceeded**

**Answer: A,D**

### NEW QUESTION # 60

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Add help text to the PM Rating field.
- B. Change the rating scale in Performance Management.

- C. Update the field-based permissions for the PM Rating field.
- D. Create a custom column referencing a lookup table to pull in the text.

**Answer: C**

### NEW QUESTION # 61

Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase. What is the best way to accomplish this?

- A. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- B. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.
- C. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- D. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "no-raise."

**Answer: D**

Explanation:

When planners need to provide a reason for not awarding a merit increase, this can be enforced through standard validation rules.

- \* Setting a Force Comment Rule with "No-Raise" Mode
- \* In SuccessFactors Compensation, under the Define Standard Validation Rules section, you can set a Force Comment Rule with the mode set to "no-raise." This triggers a required comment whenever a planner decides not to give a merit increase.
- \* This is a straightforward way to enforce explanations for no-raise situations, leveraging standard settings.
- \* Why Other Options Are Incorrect
- \* Option B is incorrect because custom validation formulas are not necessary for this type of forced comment.
- \* Option C (comp-force-comment-config tag with mode "guideline") is unrelated to no-raise situations.
- \* Option D (setting mode to "raise") is incorrect as this would trigger comments for raises, not for when no raise is given.
- \* Reference Documentation
- \* SAP SuccessFactors Compensation Guide on Force Comment Rules.

### NEW QUESTION # 62

In an EC-integrated compensation worksheet, what are some of the reasons you might include a lookup table in your configuration? Note: There are 3 correct answers to this question.

- A. Holding previous year's salary by Employee ID
- B. Providing budget percentage by country
- C. Converting a code into its text equivalent for display
- D. Converting money values from functional to local currency
- E. Determining appropriate car allowance by grade

**Answer: A,B,E**

### NEW QUESTION # 63

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