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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	• 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 3	• 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 4	• 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 5	• 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 (Q27-Q32):

NEW QUESTION # 27

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC. How can this requirement be met through configuration?

- A. Create a lookup table that contains the different dates that uses country as an input.
* Map the lookup table name to the "start-date" of the pay component in the XML.
- B. Enter the effective date for the largest country in the Employee Central Settings screen.
* Publish the results of the planning for all countries.
* Manually modify the effective dates of the resulting EC data for the smaller countries.
- C. Create a lookup table that contains the different dates that uses country as an input.
* Create a custom date column that reads from the lookup table based on employee country.
* Map the column ID of the custom date column to the "start-date" of the pay component in the XML.
- D. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
* Use the Publish Selected Employees in Employee Central to publish the data for this country.
* Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.

Answer: C

NEW QUESTION # 28

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.
- B. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- C. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- D. Select "Including Inactive Users when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.

Answer: B

NEW QUESTION # 29

Which statements accurately describe Rollup Reports? Note: There are 3 correct answers to this question.

- A. The Rollup Report is based on the current hierarchy not that at form creation.
- B. Enabling the Rollup Report for End-Users requires a specific tag in the XML.
- C. The Rollup Report provides a summary of compensation entries budget information.
- D. The Standard, Compensation, Rollup Hierarchies are all supported.
- E. Custom Columns with the "Show Totals" attribute selected are shown.

Answer: A,B,C

NEW QUESTION # 30

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. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- 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 "no-raise."
- D. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."

Answer: C

NEW QUESTION # 31

Your client wishes to limit new employee salaries so that no employee can exceed 125% compa- ratio. They do not award lump sums.

How can you configure the worksheet to meet this requirement? Note: There are 2 correct answers to this question.

- A. Create a standard validation of type "splitOrDisallow" action "exceed" with the Threshold at 125.
- B. Create a standard validation of type "disallow" action "exceed" with the Threshold at 125.
- C. Create a custom validation of type Error to ensure that the column compaRatio is less than 125.
- D. Create a custom validation of type Error to ensure that the column curRatio is less than 125.

Answer: B,C

NEW QUESTION # 32

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