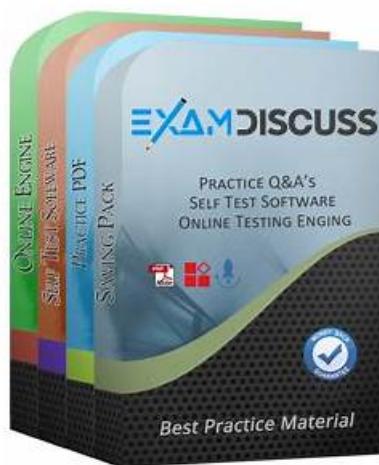


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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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.

Topic 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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 5	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q72-Q77):

NEW QUESTION # 72

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

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

Answer: A,D

Explanation:

To check for breaks in the Planning Manager Hierarchy in SAP SuccessFactors Compensation, you can use the following methods:
 * Export troubleshooting information from the Define Planners screen: This option allows you to download a file that shows detailed planner hierarchy information, enabling you to identify gaps or breaks in the structure.

References: SAP SuccessFactors Compensation User Guide - Troubleshooting and Hierarchy Management.

NEW QUESTION # 73

You are implementing compensation in an EC-integrated environment you are NOT using the promotion functionality.

To where can you publish data?

Note: There are 3 correct answers to this question.

- A. Recurring Pay Components**
- B. Custom MDF Objects**
- C. Employee Details
- D. Compensation Information**
- E. Job Information

Answer: A,B,D

NEW QUESTION # 74

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

Answer: A,B,E

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 # 75

When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When there has been a change to an eligibility rule
- B. When an administrator makes a change to Field Based Permissions
- C. When an administrator changes the layout of the compensation plan template to add a new column
- D. When there has been an update to a lookup table
- E. When a performance rating is updated

Answer: A,D,E

NEW QUESTION # 76

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

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

Answer: A,B

NEW QUESTION # 77

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