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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">• 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 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"> • 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 6	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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 8	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q18-Q23):

NEW QUESTION # 18

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

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

Answer: B

NEW QUESTION # 19

What checks can you make with the Check tool? Note: There are 2 correct answers to this question.

- **A. Accuracy of formula calculations**
- B. Custom validations correctly configured
- **C. Circular hierarchies for form creation**
- D. Reportable fields correctly configured

Answer: A,C

NEW QUESTION # 20

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

Answer: C,D,E

NEW QUESTION # 21

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 using the Check Tool
- C. By using the Rollup Hierarchy report
- D. By exporting troubleshooting information found on the Define Planners screen

Answer: B,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 # 22

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

Answer: A,B

NEW QUESTION # 23

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