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**Pass Guaranteed Quiz 2023 SAP High Hit-Rate C\_54CS\_2208 Exam Preparation**

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

Topic	Details
Topic 1	<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 2	<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>
Topic 3	<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 4	<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>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q10-Q15):

#### NEW QUESTION # 10

When should you configure a compensation template using the Second Manager hierarchy? Note: There are 2 correct answers to this question.

- A. Your customer wants only directors above to do planning.
- B. Your customer wants to include HR in their route map.
- C. Your customer has more than three manager approval levels in their route map.
- D. Your customer wants someone other than the standard manager to make compensation recommendations.

**Answer: A,D**

#### NEW QUESTION # 11

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

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

**Answer: A,C,D**

#### NEW QUESTION # 12

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. OData
- B. IDoc
- C. RFC
- D. SOAP

**Answer: A,D**

### NEW QUESTION # 13

Which compensation permissions are typically enabled in role-based permissions for Human Resources Business Partners?  
Note: There are 2 correct answers to this question.

- A. Generate Statements
- B. Executive Review Export
- C. Compensation Management
- D. Manage Compensation Forms

**Answer: B,C**

### NEW QUESTION # 14

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

**Answer: A,D**

### NEW QUESTION # 15

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