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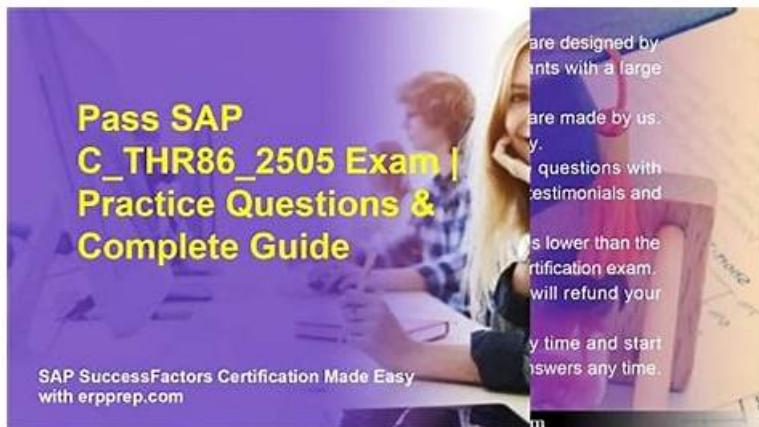
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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 4	• 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 5	• 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 6	• 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 7	• 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 8	• 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.

100% Pass SAP - C-THR86-2505 - Certification SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Training

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q24-Q29):

NEW QUESTION # 24
Your EC-integrated template has an Effective Date of April 1 under Worksheet Settings. Your eligibility rule states that only grade 1 employees are eligible for compensation. On March 1 an employee is grade 1, but on April 15 they are promoted to grade 2. On April 16 you run Update all worksheets with the checkbox "Update worksheet to reflect any employee's eligibility changes" selected. What happens on the worksheet for this employee?

- A. The employee is removed from the worksheet.
- B. The employee remains on the worksheet but their planning fields reset to default values.
- C. The employee remains eligible for planning with no changes.
- D. The employee remains on the worksheet but becomes grayed out.

Answer: C

NEW QUESTION # 25
Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus. What is the correct syntax to calculate the adjustment budget?

- A. toNumber(lookup("2018_BudgetPool", customCountry.customStatus,2))"curSalary
- B. toNumber(lookup("2018_BudgetPool", customCountry,customStatus,adjustment))"curSalary
- C. toNumber(lookup("2018_BudgetPool,customCountry, customStatus, Adjustment))*curSalary
- D. toNumber(lookup("2018_BudgetPool", customCountry,customStatus,1))"curSalary

Answer: D

Explanation:
In SAP SuccessFactors Compensation, using look-up tables in formulas is a common method to calculate budget adjustments based on multiple criteria like an employee's country and status. This question is about selecting the correct syntax for using a look-up table to calculate a custom budget based on these criteria. Let's break down the logic and syntax for why option A is correct.
* Look-up Table Functionality in Compensation TemplatesIn SuccessFactors Compensation, look-up tables are used to fetch values dynamically based on specific conditions. The lookup function in SAP allows fetching data from a pre-defined table by matching values from specified columns.
* Syntax and Parameters in the Lookup FunctionThe lookup function syntax in SAP SuccessFactors Compensation is generally:
plaintext
Copy code
lookup("<lookupTableName>", <lookupKey1>, <lookupKey2>, <columnIndex>)
* <lookupTableName>: Name of the look-up table (in this case, "2018_BudgetPool").
* <lookupKey1> and <lookupKey2>: The fields in the form template used to search in the look-up table. Here, the customCountry and customStatus fields are used to locate the relevant budget value.

* <columnIndex>: Specifies the index of the column to retrieve. In this scenario, "1" refers to the budget adjustment percentage in the look-up table.
* Correct Formula Explanation
* Option A: toNumber(lookup("2018_BudgetPool", customCountry, customStatus, 1)) * curSalary
* This option correctly uses the lookup function to locate the appropriate adjustment factor (e.
g., 1%) from the 2018_BudgetPool table based on the employee's country
(customCountry) and status (customStatus).
* The toNumber() function is applied to ensure the fetched value is numeric, allowing it to be used in multiplication.
* The formula then multiplies the adjustment factor by the current salary (curSalary) to calculate the adjustment budget.
* Why Other Options Are Incorrect
* Option B: toNumber(lookup("2018_BudgetPool, customCountry, customStatus, Adjustment)) * curSalary
* This option contains syntax errors, such as missing quotation marks around the table name, and "Adjustment" is not a parameter in this lookup. The syntax is incorrect for SuccessFactors' formula setup.
* Option C: toNumber(lookup("2018_BudgetPool", customCountry.customStatus, 2)) * curSalary
* Incorrect because customCountry.customStatus is treated as a single parameter, which is invalid. Each key (customCountry and customStatus) should be separated by a comma, not a period.
* Option D: toNumber(lookup("2018_BudgetPool", customCountry, customStatus, adjustment)) * curSalary
* This option misuses "adjustment" as a parameter in the lookup, which is not defined within the context of the table structure.
* Additional SAP SuccessFactors Compensation References
* SAP SuccessFactors Compensation Guide: Refer to SAP Help Portal's SuccessFactors Compensation Guide for syntax rules of lookup tables.
* Lookup Table Configuration: In the configuration, ensure that the look-up table (2018_BudgetPool) is correctly defined with customCountry and customStatus as keys, and that the adjustment percentage is in the correct column (column index 1 in this example).
The correct formula, Option A, follows SAP's syntax requirements and functional logic to retrieve the adjustment budget accurately.

NEW QUESTION # 26

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

Answer: A

NEW QUESTION # 27

You are implementing an EC-integrated template.
Which compensation fields are commonly mapped to a pay component or pay component group? Note: There are 3 correct answers to this question.

- A. Pay Grade
- B. Current Salary
- C. Local Currency Code
- D. Units Per Year
- E. FTE

Answer: B,C,D

NEW QUESTION # 28

What are some general principles for creating Route Maps for client projects? Note: There are 2 correct answers to this question.

- A. Use the "Get Feedback" function to allow people outside the hierarchy to comment on the decisions.
- B. Use reporting Executive Review for reviewing trends aggregate budgets.
- C. Use a Signature step so the employee is aware of the decisions once the form is marked as "Complete".
- D. Only include those that would alter a decision, not simply review.

Answer: B,D

NEW QUESTION # 29

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