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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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 5	• 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.
Topic 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q17-Q22):

NEW QUESTION # 17
Which of the following customer scenarios is a good use of the Suppress Statement function? Note: There are 2 correct answers to this question.

- A. Employees who were hired after a certain date do NOT get a statement.
- B. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.
- C. Employees who are on a performance improvement plan get a different statement from those who are not.
- D. Employees in one country get a statement at a different time from those in other countries.

Answer: A,B

NEW QUESTION # 18
Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
  *Define each guideline formula with a default value of 10.
- B. Enable a hard limit stop for the merit guideline in Admin Center.
  *Set the maximum value to 0.10 for all guideline formulas.
- C. Set the guideline pattern to be low-high.
  *Set the high value for all guidelines to be 10.
- D. Enable a hard limit stop for the merit guideline in Admin Center.
  *Set the maximum value to 10 for all guideline formulas.

Answer: D

NEW QUESTION # 19
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 to include HR in their route map.
- B. Your customer has more than three manager approval levels in their route map.
- C. Your customer wants someone other than the standard manager to make compensation recommendations.

- D. Your customer wants only directors above to do planning.

Answer: C,D

NEW QUESTION # 20
Your customer is based in the UK has a functional currency of GBP. However, they also have offices in the US (USD), France (EUR), Germany (EUR). They would like the budget displayed in local currency for all planners - for example, German planners see the budget in EUR, not GBP.
How can you best accomplish this?
Note: There are 2 correct answers to this question.

- A. Enable Planner Currency mode.
- B. Disable Functional Currency mode.
- C. Have four separate templates, one for each country.
- D. Use budget grouping group on the local currency code.

Answer: A,D

NEW QUESTION # 21
Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.
The planner enters a $1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 2-3%
  *Total Increase is $1,000
- B. Guideline is displayed as 4-6%
  *Total Increase is $1,000
- C. Guideline is displayed as 2-3%
  *Total Increase is $500
- D. Guideline is displayed as 4-6%
  *Total Increase is $500

Answer: C

Explanation:
When Salary Proration is used with a proration percentage (50% in this case) rather than dates, it affects both the guideline range and the total increase.
* Proration Impact on Guideline Range and Total Increase
* Guideline Adjustment: Since the proration is set to 50%, the guideline range (normally 4-6%) is adjusted by 50%, resulting in a prorated guideline of 2-3%.
* Total Increase Calculation: When the planner enters a $1,000 merit increase, the proration factor is applied, resulting in a final increase of $500 (50% of $1,000).
* Why Other Options Are Incorrect
* Options A and B show the original guideline (4-6%), which does not reflect the proration adjustment.
* Option D incorrectly calculates the total increase without applying the 50% proration.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Salary Proration and Merit Guidelines.

NEW QUESTION # 22
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