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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q74-Q79):

NEW QUESTION # 74
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 are on a performance improvement plan get a different statement from those who are not.
- B. Employees in one country get a statement at a different time from those in other countries.
- C. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.
- D. Employees who were hired after a certain date do NOT get a statement.

Answer: C,D

Explanation:
The Suppress Statement function in SAP SuccessFactors Compensation is used to selectively prevent statement generation for specific employee groups based on predefined criteria.
* Option A: "Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement."
* This scenario is a suitable use of the Suppress Statement function. Only employees who receive RSU (Restricted Stock Units) grants will have a statement generated, while those without RSUs will not. This selective suppression prevents irrelevant statements from being issued.
: SAP SuccessFactors Compensation Guide > Statement Management > Suppressing Statements Based on Eligibility Criteria.
Option B: "Employees who were hired after a certain date do NOT get a statement." Employees hired after a specific date, often set as a cutoff for eligibility in a compensation cycle, can be excluded from statement generation using the Suppress Statement function. This prevents issuing statements to employees who were not part of the compensation cycle or plan.
Reference: SAP SuccessFactors Compensation Guide > Statement Management > Using Suppress Statement Function for Hire Date Criteria.
Explanation for Incorrect Options:
Option C (Employees in one country get a statement at a different time) does not directly relate to suppression; it is better managed by scheduling or workflow controls.
Option D (Employees on a performance improvement plan receive a different statement) would be handled by creating a separate template rather than using the Suppress Statement function.

NEW QUESTION # 75
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 Ad Hoc Reports for the Compensation Planning domain permission.
- B. The user needs the Executive Review - Export permission.
- C. The user needs the Executive Review - Import permission.
- D. The user needs the Executive Review - Mass Action permission.
- E. The user needs the Executive Review - Edit permission.

Answer: B,C,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 # 76
For which customer requirement do you need to develop a custom statement?

- A. Field visibility is conditional on amount
- B. Mix of data from compensation variable pay
- C. Pie graph showing compensation element distribution
- D. Different statements per employee group

Answer: C

NEW QUESTION # 77
What is the recommended leading practice workflow for a compensation template?

- A. Process Setup → Manager Planning → Next Level Manager Review → Final Review → Complete
- B. Manager Planning → Next Level Manager Review → Compensation Admin Review → HR Manager Planning → Complete
- C. Manager Planning → Next Level Manager Review → HR Manager Planning → Complete
- D. Process Setup Manager Planning → Next Level Manager Review → Third Level Manager Review → Complete

Answer: A

NEW QUESTION # 78
Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change.
What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. The pay grade remains the same as it was when the forms were created.
- B. New forms need to be created because an error will be shown.

- C. The new pay grade is displayed.
- D. The employee becomes ineligible.

Answer: A

NEW QUESTION # 79

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