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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	• 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 5	• 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q26-Q31):

NEW QUESTION # 26

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Business Accelerator Hub
- C. SAP Integration Suite

Answer: B

NEW QUESTION # 27

Your customer has implemented SAP SuccessFactors Employee Central (EC) now wishes to implement a single global compensation template. However, only part of the organization is in Employee Central. Some countries are still using SAP ERP, but there are plans to move to SAP SuccessFactors Employee Central over the next two years. The customer wants to use the Compensation module to plan for all employees, regardless of where their employee data sits. What is the recommended approach to this scenario?

- A. Create two templates - one with EC integration one without.
- B. Create a single EC-integrated template use the Hybrid Template option.
- C. Suggest a phased approach where the non-EC employees become part of the process later as they migrate.
- D. Create a single non-integrated template, export the EC employees, import them via UDF.

Answer: B

NEW QUESTION # 28

Your client wants to restrict entry into the Lump Sum field to only members of the reward team. How can you achieve this?

- A. Set the Lump Sum field to read-only to prevent planners from using it.
- B. Use field-based permissions on the Lump Sum field a permission group of named individuals.
- C. Use mass actions through the Executive Review.
- D. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.

Answer: B

NEW QUESTION # 29

You configured merit guidelines as shown in the screenshot.

If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline

column in the compensation worksheet?

- A. 2%-4%
- B. 0%-0%
- C. 3%-5%
- D. 1%-2%

Answer: A

NEW QUESTION # 30

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- B. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- C. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- D. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.

Answer: D

NEW QUESTION # 31

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