

# Pass Guaranteed 2026 Professional C-THR86-2505: Associate SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Level Exam



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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<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 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<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 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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### **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q30-Q35):**

#### **NEW QUESTION # 30**

Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.  
How do you build the eligibility rule to make this happen?

- A. Check if the Event Reason is New Hire the effective date is 2 years ago.
- B. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.
- C. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.
- **D. Check the Hire Date field to see if the employee started at least 2 years ago.**

#### **Answer: D**

Explanation:

To configure eligibility based on tenure, you can use the Hire Date field in SAP SuccessFactors to determine how long an employee has been with the company.

\* Option B: "Check the Hire Date field to see if the employee started at least 2 years ago."

\* By configuring an eligibility rule that references the Hire Date, you can set criteria to check if the employee's start date is at least two years before the form's effective date. This ensures only employees with over two years of tenure are eligible for the Lump Sum.  
: SAP SuccessFactors Compensation Admin Guide > Eligibility Rules Engine > Creating Rules Based on Hire Date.

Explanation for Incorrect Options:

Option A uses the Job Information effective date, which reflects the current position start date rather than total tenure.

Option C relies on help text and does not restrict eligibility based on tenure.

Option D is not applicable as it does not calculate tenure based on hire date but rather on an event reason, which may not always indicate the start of employment.

#### **NEW QUESTION # 31**

A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%.  
How would you proceed?

- **A. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.**
- B. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- C. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.

- D. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.

**Answer: A**

#### NEW QUESTION # 32

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Remove access to Employee Profile during compensation planning.
- B. Use Role-Based Permissions to control access to only display previous years' statements.
- C. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.
- D. Disable access to all statements, including the prior years' statements.

**Answer: C**

#### NEW QUESTION # 33

Which of the following updates require worksheets to be relaunched? Note: There are 2 correct answers to this question.

- A. Revise field-based permissions.
- B. Update a formula in a custom column.
- C. Modify the route map.
- D. Update lookup table contents.

**Answer: A,D**

#### NEW QUESTION # 34

Which of the following tasks require that worksheets are moved to Complete before they can be performed?

Note: There are 2 correct answers to this question.

- A. Generating Compensation Statements
- B. Compensation Plan Activity Audit
- C. Publishing Compensation Results in Employee Central
- D. Exporting data from Executive Review

**Answer: A,C**

#### NEW QUESTION # 35

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