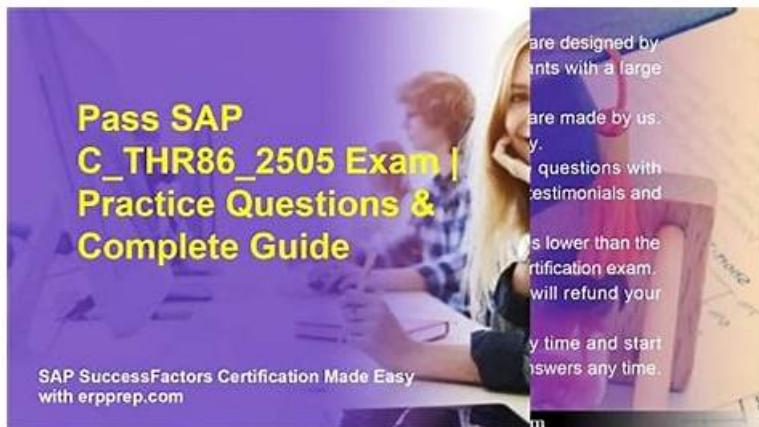


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The C-THR86-2505 Mock Exams not just give you a chance to self-access before you actually sit for the certification exam, but also help you get an idea of the SAP exam structure. It is well known that students who do a mock version of an exam benefit from it immensely. Some SAP certified experts even say that it can be a more beneficial way to prepare for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation exam than spending the same amount of time studying.

SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none">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 4	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 6	<ul style="list-style-type: none">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 7	<ul style="list-style-type: none">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 8	<ul style="list-style-type: none"> • 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q21-Q26):

NEW QUESTION # 21

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Compensation Management Permissions
- B. Executive Review Export Permissions
- C. Report Permissions
- D. Executive Review Edit Permissions

Answer: D

NEW QUESTION # 22

What are the valid hierarchy types available when selecting the Method of Planner in Compensation? Note: There are 3 correct answers to this question.

- A. Rollup hierarchy (including Inactives)
- B. Standard Suite hierarchy
- C. Compensation hierarchy (Second Manager)
- D. HR Manager hierarchy
- E. Standard Suite hierarchy (including Inactives)

Answer: A,B,C

NEW QUESTION # 23

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.

How can this requirement be met through configuration?

- A. Enter the effective date for the largest country in the Employee Central Settings screen.
* Publish the results of the planning for all countries.
* Manually modify the effective dates of the resulting EC data for the smaller countries.
- B. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
* Use the Publish Selected Employees in Employee Central to publish the data for this country.
* Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- C. Create a lookup table that contains the different dates that uses country as an input.
* Map the lookup table name to the "start-date" of the pay component in the XML.
- D. Create a lookup table that contains the different dates that uses country as an input.
* Create a custom date column that reads from the lookup table based on employee country.
* Map the column ID of the custom date column to the "start-date" of the pay component in the XML.

Answer: D

NEW QUESTION # 24

At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched the performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire.

All new hires are assigned a rating of "Good".

How will these ratings appear on the Salary worksheet?

- A. Unrated
- B. Good
- C. N/A
- D. Too new to rate

Answer: A

NEW QUESTION # 25

When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When a performance rating is updated
- B. When there has been an update to a lookup table
- C. When an administrator changes the layout of the compensation plan template to add a new column
- D. When an administrator makes a change to Field Based Permissions
- E. When there has been a change to an eligibility rule

Answer: A,B,E

NEW QUESTION # 26

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