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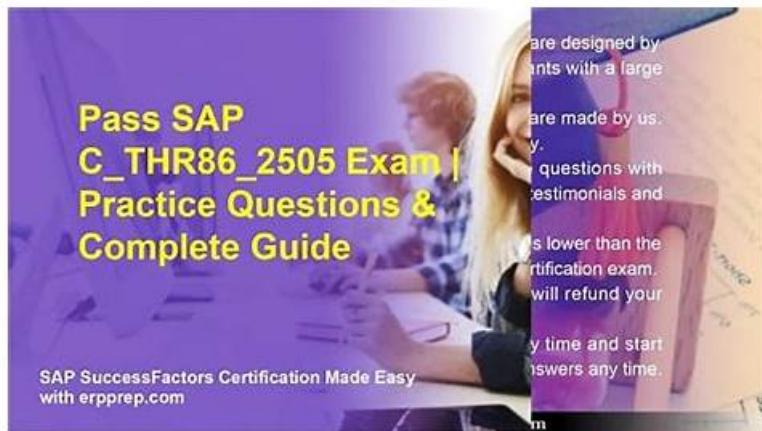
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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 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	• 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 6	• 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 7	• 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 8	• 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 (Q78-Q83):

NEW QUESTION # 78
Your client wishes to limit new employee salaries so that no employee can exceed 125% compa- ratio. They do not award lump sums.
How can you configure the worksheet to meet this requirement? Note: There are 2 correct answers to this question.

- A. Create a standard validation of type "disallow" action "exceed" with the Threshold at 125.
- B. Create a standard validation of type "splitOrDisallow" action "exceed" with the Threshold at 125.
- C. Create a custom validation of type Error to ensure that the column compaRatio is less than 125.
- D. Create a custom validation of type Error to ensure that the column curRatio is less than 125.

Answer: A,C

NEW QUESTION # 79
For which customer requirement do you need to develop a custom statement?

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

Answer: C

Explanation:
SAP SuccessFactors Compensation statements do not support advanced graphical elements like pie charts directly within standard statements.
* Creating Custom Statements for Graphs
* Option B: A custom statement would be required to include advanced elements such as pie graphs, as standard statement templates do not natively support graphical components.
* Why Other Options Are Incorrect
* Option A (mix of data from compensation and variable pay), Option C (different statements per employee group), and Option D (conditional field visibility based on amount) are all possible with standard statement configurations.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Custom Statement Development and Standard vs. Custom Statement Capabilities.

NEW QUESTION # 80
A customer would like percentage fields to only show decimal places if they are available. For example,
40.00% should display as 40%, but if the
Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- A. defPercentFormat #,##0.00
- B. defPercentFormat ####.####
- C. defAmountFormat #,##0##

- D. defPercentFormat ###0##

Answer: D

Explanation:
The defPercentFormat ###0## configuration in SAP SuccessFactors Compensation allows percentages to display decimal points only when necessary.
* Format Explanation
* Format ###0##: This format displays whole numbers without decimal places if the value is an integer (e.g., 40% instead of 40.00%). If there are decimal values present (e.g., 40.54%), it will display them, as it does not limit the number of decimal places but adapts based on the value.
* Why Other Options Are Incorrect
* Option A (#,##0.00) forces two decimal places in all cases.
* Option B (####.####) allows multiple decimal places but would display extra zeros for whole numbers.
* Option C (defAmountFormat #,##0##) is used for amounts, not percentages.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Percentage and Number Formatting and Field Display Options.

NEW QUESTION # 81
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.
  *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.
- D. 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.

Answer: C

Explanation:
To meet the requirement of publishing different effective dates for each country in an SAP SuccessFactors Compensation worksheet:
* First, create a lookup table that specifies the effective date for each country.
* Then, set up a custom date column in the compensation template that retrieves the effective date from this lookup table based on the employee's country.
References: SAP SuccessFactors Compensation Integration with Employee Central Guide - Lookup Tables and Effective Date Configuration.

NEW QUESTION # 82
Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Enable a hard limit stop for the merit guideline in Admin Center.
  * Set the maximum value to 10 for all guideline formulas.
- B. Set the guideline pattern to be low-high.
  * Set the high value for all guidelines to be 10.
- C. Enable a hard limit stop for the merit guideline in Admin Center.
  * Set the maximum value to 0.10 for all guideline formulas.
- D. 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.

Answer: A

NEW QUESTION # 83

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