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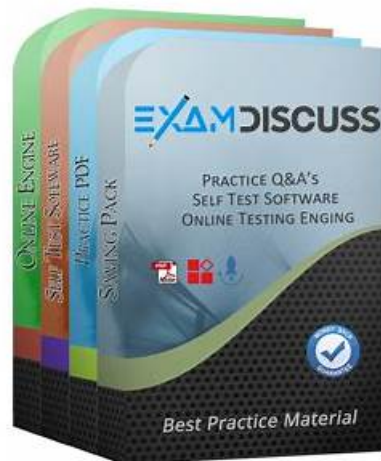

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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q57-Q62):

NEW QUESTION # 57
When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Create a custom column referencing a lookup table to pull in the text.
- B. Add help text to the PM Rating field.
- C. Change the rating scale in Performance Management.
- D. Update the field-based permissions for the PM Rating field.

Answer: D

NEW QUESTION # 58
Which of the following fields can be used to group budgets? Note: There are 2 correct answers to this question.

- A. Any custom, reportable, read-only String field
- B. Performance Rating (pmRating)
- C. Currency Code (localCurrencyCode)
- D. Pay Grade (payGrade)

Answer: A,C

NEW QUESTION # 59
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. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.
- C. Check the Hire Date field to see if the employee started at least 2 years ago.
- D. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.

Answer: C

NEW QUESTION # 60
You are implementing an EC-integrated template.
Which compensation fields are commonly mapped to a pay component or pay component group? Note: There are 3 correct answers to this question.

- A. FTE
- B. Pay Grade
- C. Local Currency Code
- D. Units Per Year
- E. Current Salary

Answer: C,D,E

NEW QUESTION # 61
Your non-EC customer wants only users in Pay Grade 1 2 to be ineligible for Lump Sum; Pay Grades 3 through 9 are eligible.
What can you do to fulfill this requirement?
Note: There are 3 correct answers to this question.

- A. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that goes through the eligible Pay Grades makes them eligible for the Lump Sum field.
- B. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- C. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- D. Start with all employees are eligible. In the UDF, set the LUMPSUM ELIGIBLE field to FALSE for Grades 1 2, TRUE for Grades 3 through 9.
- E. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 3 through 9 eligible for the Lump Sum field.

Answer: A,B,D

NEW QUESTION # 62
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