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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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.

- **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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q30-Q35):**NEW QUESTION # 30**

A customer's salary process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits. The merit guideline is based upon performance rating, compa-ratio, two custom fields, Country Job Family. The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes. How can this requirement be met?

- A. Ensure the default value for all merit guidelines is non-zero.
* Make sure the Country Job Family columns are both reloadable.
- B. Set the Force Default On Custom Column Change option within guidelines to Yes.
* Make sure the Country Job Family columns are both reloadable.
- **C. Set the Force Default On Custom Column Change option within guidelines to Yes.**
*** Make sure the Country column is reloadable Job Family is not.**
- D. Set the Force Default On Rating Change option within guidelines to Yes.
* Make sure the Country column is reloadable Job Family is not.

Answer: C**NEW QUESTION # 31**

Your customer has two pay components, with IDS SALARY_US SALARY_UK, that are used for employees' base salary in their respective countries. They want to plan for all employees on a single worksheet using the employees' periodic salary, NOT the annual value.

What is the best way to accomplish this?

- A. Create a pay component group that includes both pay components use that for the planning.
- B. Create two custom columns map each to the pay components. Use a third custom column to display whichever is non-zero.
- **C. Ensure the Used for Comp Planning flag of the pay components is set to Comp do NOT map to a specific pay component ID in the worksheet.**
- D. Create two different templates use eligibility rules to ensure employees appear on the correct one.

Answer: C**NEW QUESTION # 32**

You configure the following salary rule in the compensation plan template:
How does the system behave?

- **A. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.**
*** The planner can save the merit recommendation by selecting Cancel in the pop-up message.**

- B. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
* The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- C. The rule prevents the planner from saving the merit increase.
* The planner must go back change their merit recommendation.
- D. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
* The planner can save the merit recommendation.

Answer: A

NEW QUESTION # 33

As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.

How can you best show this information?

- A. Create an Ad Hoc report share it with all planners.
- B. Create a Tile for inclusion on the planners' Dashboards.
- **C. Include the Detailed (Rollup) Report option in the worksheet configuration.**
- D. Enable the Executive Review - Read permission for all planners.

Answer: C

NEW QUESTION # 34

How many custom columns may be used as Formula Criteria for Guidelines?

- **A. 0**
- B. 1
- C. There is no limit on custom columns
- D. 2

Answer: A

NEW QUESTION # 35

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