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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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 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.
Topic 6	• 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 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q29-Q34):

NEW QUESTION # 29

Your EC-integrated template has an Effective Date of April 1 under Worksheet Settings. Your eligibility rule states that only grade 1 employees are eligible for compensation. On March 1 an employee is grade 1, but on April 15 they are promoted to grade 2. On April 16 you run Update all worksheets with the checkbox "Update worksheet to reflect any employee's eligibility changes" selected. What happens on the worksheet for this employee?

- A. The employee remains eligible for planning with no changes.
- B. The employee is removed from the worksheet.
- C. The employee remains on the worksheet but becomes grayed out.
- D. The employee remains on the worksheet but their planning fields reset to default values.

Answer: A

NEW QUESTION # 30

What can be configured under Define Standard Validation Rules? Note: There are 2 correct answers to this question.

- A. Force comment when recommendation is outside guidelines.
- B. Disallow save when budget is exceeded.
- C. Split to Lump Sum when exceeding salary range.
- D. Update guideline hard limit.

Answer: A,C

NEW QUESTION # 31

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. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.
- B. Check the Hire Date field to see if the employee started at least 2 years ago.
- C. Check if the Event Reason is New Hire the effective date is 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: B

NEW QUESTION # 32

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. Compensation Plan Activity Audit
- B. Exporting data from Executive Review

- C. Generating Compensation Statements
- D. Publishing Compensation Results in Employee Central

Answer: C,D

NEW QUESTION # 33

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

Answer: A

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 # 34

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