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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	• 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	• 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 4	• 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 5	• 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 6	• 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 (Q28-Q33):

NEW QUESTION # 28

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.

The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 2-3%
*Total Increase is \$1,000
- B. Guideline is displayed as 4-6%
*Total Increase is \$500
- C. Guideline is displayed as 2-3%
*Total Increase is \$500
- D. Guideline is displayed as 4-6%
*Total Increase is \$1,000

Answer: C

Explanation:

When Salary Proration is used with a proration percentage (50% in this case) rather than dates, it affects both the guideline range and the total increase.

* Proration Impact on Guideline Range and Total Increase

* Guideline Adjustment: Since the proration is set to 50%, the guideline range (normally 4-6%) is adjusted by 50%, resulting in a prorated guideline of 2-3%.

* Total Increase Calculation: When the planner enters a \$1,000 merit increase, the proration factor is applied, resulting in a final increase of \$500 (50% of \$1,000).

* Why Other Options Are Incorrect

* Options A and B show the original guideline (4-6%), which does not reflect the proration adjustment.

* Option D incorrectly calculates the total increase without applying the 50% proration.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Salary Proration and Merit Guidelines.

NEW QUESTION # 29

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

Answer: A,D,E

NEW QUESTION # 30

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

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

Answer: B

NEW QUESTION # 31

A customer is using the Standard Manager hierarchy would like the following approval process:

1. Planning Manager
 2. Next Level Manager
 3. Reward Team member who launched the forms
- How will you set this up in the Route Map?

- **A. Employee Manager - Originator**
- B. Manager - Manager's Manager - User
- C. Manager - Manager's Manager - Originator
- D. Employee Manager - User

Answer: A

NEW QUESTION # 32

Your customer would like the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review. However, they want to make sure that this is only possible during the last week of the planning cycle. How can you achieve this?

- A. Create a custom editable Money field use custom validation to check that values are NOT entered until the correct date.
- B. Create a custom editable Money field with field-based permissions set to read-only. Change the permissions to editable on the correct date.
- **C. Create a custom editable Money field. In the formula to calculate the final salary, use the dateDiff() function to determine if the custom column can override the calculated value.**
- D. Create a custom read-only Money field change read-only to No on the correct date.

Answer: C

NEW QUESTION # 33

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