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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 4	<ul style="list-style-type: none">• 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 5	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 7	<ul style="list-style-type: none">• 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.

Unique SAP C_THR86_2505 Pdf Questions

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q39-Q44):

NEW QUESTION # 39

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 two custom columns map each to the pay components. Use a third custom column to display whichever is non-zero.
- B. Create a pay component group that includes both pay components use that for the planning.
- C. Create two different templates use eligibility rules to ensure employees appear on the correct one.
- **D. 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.**

Answer: D

NEW QUESTION # 40

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- B. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- **C. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.**
- D. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.

Answer: C

Explanation:

To display the Lump Sum item on the compensation statement for sales employees only, use a condition based on whether the Lump Sum amount is greater than 0.

* Option D: "You can include the Lump Sum item in the statement template and set a condition on its display so that it will only be shown if it is greater than 0."

* By including the Lump Sum field and setting a display condition where it only appears if the Lump Sum amount is greater than 0, the statement will automatically hide the Lump Sum item for non-sales employees (who would have a 0 value for this field).

: SAP SuccessFactors Compensation Guide > Statement Configuration > Setting Conditional Display for Statement Items.

Explanation for Incorrect Options:

Option A would affect worksheet visibility but not the statement display.

Option B suggests creating a separate template, which is unnecessary.

Option C proposes adding a disclaimer rather than using a conditional display, which may be less professional.

NEW QUESTION # 41

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 #####.#####
- B. defPercentFormat #,###0.00
- 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 # 42

Which of the following can you use to explore released APIs?

- **A. SAP Business Accelerator Hub**
- B. SAP Integration Suite
- C. SAP Application Interface Framework

Answer: A

Explanation:

SAP provides the SAP Business Accelerator Hub (formerly known as the SAP API Business Hub) as a comprehensive resource to explore released APIs for various SAP products, including SuccessFactors.

* SAP Business Accelerator Hub

* The Business Accelerator Hub hosts an extensive library of APIs, documentation, and use cases for SAP products. Users can explore OData, SOAP, and other available APIs specific to SAP SuccessFactors.

* Why Other Options Are Incorrect

* Option A (SAP Application Interface Framework) is mainly used for error handling and monitoring within on-premise SAP environments.

* Option B (SAP Integration Suite) is used for integration scenarios but does not provide a library to explore APIs; it's intended for creating and managing integrations.

* Reference Documentation

* SAP Help Portal and SAP Business Accelerator Hub on Exploring and Using APIs.

NEW QUESTION # 43

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 \$1,000
- **C. Guideline is displayed as 2-3%**
* **Total Increase is \$500**

- D. Guideline is displayed as 4-6%
* Total Increase is \$500

Answer: C

NEW QUESTION # 44

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