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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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"> • 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 6	<ul style="list-style-type: none"> • 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q65-Q70):

NEW QUESTION # 65

A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%. How would you proceed?

- A. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- B. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- C. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.
- D. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.

Answer: C

NEW QUESTION # 66

What are the valid hierarchy types available when selecting the Method of Planner in Compensation? Note: There are 3 correct answers to this question.

- A. Rollup hierarchy (including Inactives)
- B. Compensation hierarchy (Second Manager)
- C. Standard Suite hierarchy
- D. Standard Suite hierarchy (including Inactives)
- E. HR Manager hierarchy

Answer: A,B,C

NEW QUESTION # 67

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

- **A. Enable a hard limit stop for the merit guideline in Admin Center.**
*** Set the maximum value to 10 for all guideline formulas.**
- B. Set the guideline pattern to be low-high.
* Set the high value for all guidelines to be 10.
- C. 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.
- D. Enable a hard limit stop for the merit guideline in Admin Center.
* Set the maximum value to 0.10 for all guideline formulas.

Answer: A

NEW QUESTION # 68

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 CANNOT save the merit increase by selecting Cancel in the pop-up message.
- B. 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.
- C. The rule prevents the planner from saving the merit increase.
*The planner must go back change their merit recommendation.
- **D. 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.**

Answer: D

NEW QUESTION # 69

Which of the following scenarios involving a Lookup table are valid solutions to a customer requirement?
Note: There are 2 correct answers to this question.

- A. To determine the median salary of an employee based upon Pay Grade, Legal Entity, FTE.
- **B. To determine a budget percentage that is based upon employee Country Job Category.**
- C. To choose between two Event Reasons for EC publishing based upon whether an employee received a promotion with their pay adjustment.
- **D. To determine the proper Event Reason for EC publishing based on employee Country.**

Answer: B,D

NEW QUESTION # 70

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