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## SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q55-Q60):

### NEW QUESTION # 55

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Create a custom column referencing a lookup table to pull in the text.
- B. Update the field-based permissions for the PM Rating field.
- C. Add help text to the PM Rating field.
- D. Change the rating scale in Performance Management.

**Answer: B**

### NEW QUESTION # 56

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

Note: There are 2 correct answers to this question.

- A. MANAGER
- B. STATUS
- C. USERID
- D. USERNAME

**Answer: B,C**

Explanation:

When importing a compensation-specific User Data File (UDF) in SAP SuccessFactors Compensation, selecting "Assign default required field values for new users if none specified" in provisioning helps auto-fill necessary fields. However, certain fields must still be present for the import to function correctly:

\* USERID: This column uniquely identifies each employee and is mandatory as it links users to their respective records.

References: SAP SuccessFactors Compensation Implementation Guide - Required Fields for User Data File Import.

#### NEW QUESTION # 57

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 column is reloadable Job Family is not.
- C. Set the Force Default On Rating Change option within guidelines to Yes.  
\*Make sure the Country column is reloadable Job Family is not.
- D. Set the Force Default On Custom Column Change option within guidelines to Yes.  
\*Make sure the Country Job Family columns are both reloadable.

**Answer: B**

Explanation:

In SAP SuccessFactors Compensation, the Force Default On Custom Column Change option in guidelines ensures that when specific custom fields change (such as Country), the merit increase is reset to its default.

This meets the requirement of resetting the merit increase only when Country changes, not when Job Family changes.

\* Configuring Force Default on Custom Column Change

\* Option D: By setting Force Default On Custom Column Change to "Yes," the system will reset the merit increase to default values whenever a change occurs in a reloadable custom field marked as critical.

\* Reloadable Columns: Making only the Country column reloadable ensures that changes in Country will trigger the reset, while Job Family changes will not affect the merit guideline.

\* Why Other Options Are Incorrect

\* Option A involves Force Default On Rating Change, which is irrelevant for custom columns like Country or Job Family.

\* Option B and Option C involve making both Country and Job Family reloadable, which does not meet the requirement to ignore Job Family changes.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Guidelines and Force Default Settings.

#### NEW QUESTION # 58

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create an editable string field make it reportable.
- B. Create a read-only string field make it reloadable.
- **C. Create an editable string field with enumerated values.**
- D. Create a read-only string field make it reportable.

**Answer: C**

#### NEW QUESTION # 59

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.

How can you accomplish this?

- A. Create multiple statement templates use groups.
- B. Use two compensation worksheet templates.
- C. Use the suppress statement function.
- D. Use conditional text sections in the statement editor.

**Answer: D**

Explanation:

In SAP SuccessFactors Compensation, you can use conditional text sections to display different content based on performance ratings or other criteria.

\* Using Conditional Text Sections

\* Option C: Conditional text sections allow the statement editor to show specific text for employees based on defined conditions, such as performance ratings. This way, employees with low ratings can see one version of text, while those with high ratings see another.

\* Why Other Options Are Incorrect

\* Option A (multiple templates) is more complex and unnecessary when conditional text is sufficient.

\* Option B (two worksheet templates) adds administrative complexity.

\* Option D (suppress statement function) is used to hide statements, not to vary the content based on conditions.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Statement Editor and Conditional Text Setup.

## NEW QUESTION # 60

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To attempt the SAP C-THR86-2505 exam optimally and ace it on the first attempt, proper exam planning is crucial. Since the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) exam demands a lot of time and effort, we designed the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) exam dumps in such a way that you won't have to go through sleepless study nights or disturb your schedule. Before starting the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) preparation, plan the amount of time you will allot to each topic, determine the topics that demand more effort and prioritize the components that possess more weightage in the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) exam.

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