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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 5	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q76-Q81):

NEW QUESTION # 76
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. Set the Force Default On Custom Column Change option within guidelines to Yes.
  * Make sure the Country column is reloadable Job Family is not.
- B. Ensure the default value for all merit guidelines is non-zero.
  * Make sure the Country Job Family columns are both reloadable.
- C. Set the Force Default On Custom Column Change option within guidelines to Yes.
  * Make sure the Country Job Family columns are both reloadable.
- D. Set the Force Default On Rating Change option within guidelines to Yes.
  * Make sure the Country column is reloadable Job Family is not.

Answer: A

NEW QUESTION # 77
What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

- A. View budgets.
- B. Promote an employee.
- C. Display salary history.
- D. Import salary history into the profile.
- E. Enter recommendations.

Answer: B,C,E

NEW QUESTION # 78
What action is required to enable Employee Central integration for a template?

- A. Reload guidelines.
- B. Enable field-based permissions.
- C. Update pay guide format.
- D. Provide an effective date

Answer: D

NEW QUESTION # 79
Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Executive Review - Export permission.
- B. The user needs the Executive Review - Import permission.
- C. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.
- D. The user needs the Executive Review - Edit permission.
- E. The user needs the Executive Review - Mass Action permission.

Answer: A,B,D

NEW QUESTION # 80
As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.
How can you best show this information?

- A. Create a Tile for inclusion on the planners' Dashboards.
- B. Create an Ad Hoc report share it with all planners.
- C. Enable the Executive Review - Read permission for all planners.
- D. Include the Detailed (Rollup) Report option in the worksheet configuration.

Answer: D

NEW QUESTION # 81
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