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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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.
Topic 5	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q34-Q39):

NEW QUESTION # 34

Your client uses a Salary Pay Matrix table for Pay Ranges. What are some Leading Practices Considerations around the maintenance use of these tables? Note: There are 2 correct answers to this question.

- A. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.
- B. Salary range tables should always be provided in the client's Functional Currency.
- C. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.
- D. Do not update salary range tables that were referenced in forms that have been launched for a prior cycle.

Answer: C,D

NEW QUESTION # 35

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change. What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. The pay grade remains the same as it was when the forms were created.
- B. New forms need to be created because an error will be shown.
- C. The new pay grade is displayed.
- D. The employee becomes ineligible.

Answer: A

NEW QUESTION # 36

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 two different templates use eligibility rules to ensure employees appear on the correct one.
- C. Create a pay component group that includes both pay components use that for the planning.
- 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 # 37

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. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.
- **D. 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.**

Answer: D

NEW QUESTION # 38

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Create a lookup table with the number text.
- **B. Update the Rating Label Format to Number-Text under Display Settings.**
- C. Create a new custom field with a formula under Column Designer.
- D. Change the labels in the rating scale to include both the number text.

Answer: B

NEW QUESTION # 39

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