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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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 3	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 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	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q67-Q72):

NEW QUESTION #67

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 #68

In Admin Center, you load a pay matrix table as shown in the screenshot. You map Attribute 1 to Geo Zone, Attribute 2 to Legal Entity, Attribute 3 to Pay Frequency.

On the compensation worksheet, an employee is in the UK LONDON Geo Zone, the ABC Legal Entity, Pay Frequency of BWK, Pay Grade GR-08. The employee's current range penetration is calculated as exactly 0%.

What is their current salary?

- A. 3147.0
- B. 3140.0
- C. 3458.0
- D. 2852.0

Answer: D

NEW QUESTION #69

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

NEW OUESTION #70

Your customer has part-time full-time employees. You notice that for part-time employees, their compa-ratio in EC is different than in Compensation. What do you configure in the system to have it calculate the correct compa-ratio take into account the FTE?

- A. Add values in the EC Pay Range object to align with each FTE.
- B. Create a custom Amount column to store FTE rather than using the standard FTE column.

- C. Set the XML attribute is Actual Salary Imported to False in the compensation plan template ensure standard FTE field is used
- D. Set the XML attribute is Actual Salary Imported to True in the compensation plan template ensure standard FTE field is used

Answer: C

NEW QUESTION #71

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

Answer: C,D,E

NEW QUESTION #72

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