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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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">• 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 5	<ul style="list-style-type: none">• 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 (Q74-Q79):

NEW QUESTION # 74

Which statements accurately describe Rollup Reports? Note: There are 3 correct answers to this question.

- A. Custom Columns with the "Show Totals" attribute selected are shown.
- **B. The Rollup Report is based on the current hierarchy not that at form creation.**
- C. The Standard, Compensation, Rollup Hierarchies are all supported.
- **D. Enabling the Rollup Report for End-Users requires a specific tag in the XML.**
- **E. The Rollup Report provides a summary of compensation entries budget information.**

Answer: B,D,E

NEW QUESTION # 75

Which of the following tasks require that worksheets are moved to Complete before they can be performed?

Note: There are 2 correct answers to this question.

- A. Exporting data from Executive Review
- **B. Generating Compensation Statements**
- **C. Publishing Compensation Results in Employee Central**
- D. Compensation Plan Activity Audit

Answer: B,C

Explanation:

In SAP SuccessFactors Compensation, certain actions require that worksheets are marked as "Complete" to finalize and lock in all data. This requirement ensures data integrity and consistency across various processes in the compensation cycle.

* Option A: "Generating Compensation Statements"

* Before generating compensation statements, it is necessary to complete the worksheets. Once a worksheet is marked as "Complete," it locks the data, allowing for consistent and finalized data to be used in the compensation statements.

: SAP SuccessFactors Compensation Guide > Worksheet Management > Requirements for Generating Statements.

Option B: "Publishing Compensation Results in Employee Central"

Publishing compensation data to Employee Central also requires worksheets to be in the "Complete" status.

This ensures that only verified and approved data is transferred to Employee Central, preventing any discrepancies.

Reference: SAP SuccessFactors Compensation and Employee Central Integration Guide > Publishing Compensation Data > Requirements for Publishing to Employee Central.

Explanation for Incorrect Options:

Option C (Exporting data from Executive Review) does not require worksheets to be marked as complete.

Option D (Compensation Plan Activity Audit) is a monitoring tool that does not require worksheet completion to track activities.

NEW QUESTION # 76

You configured merit guidelines as shown in the screenshot.

If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

- A. 0%-0%
- B. 1%-2%
- C. 3%-5%
- **D. 2%-4%**

Answer: D

NEW QUESTION # 77

At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched the performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire. All new hires are assigned a rating of "Good".

How will these ratings appear on the Salary worksheet?

- A. Good
- B. N/A
- **C. Unrated**
- D. Too new to rate

Answer: C

NEW QUESTION # 78

Your customer would like the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review. However, they want to make sure that this is only possible during the last week of the planning cycle. How can you achieve this?

- **A. Create a custom editable Money field. In the formula to calculate the final salary, use the dateDiff() function to determine if the custom column can override the calculated value.**
- B. Create a custom editable Money field with field-based permissions set to read-only. Change the permissions to editable on the correct date.
- C. Create a custom editable Money field use custom validation to check that values are NOT entered until the correct date.
- D. Create a custom read-only Money field change read-only to No on the correct date.

Answer: A

NEW QUESTION # 79

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