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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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	• 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 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	• 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 (Q30-Q35):

NEW QUESTION # 30

Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase. What is the best way to accomplish this?

- **A. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "ho-raise."**
- B. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.
- C. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- D. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."

Answer: A

NEW QUESTION # 31

Which actions are controlled by role-based permissions? Note: There are 2 correct answers to this question.

- **A. Making changes through Executive Review**
- B. Opening compensation worksheets
- **C. Updating a Compensation Statement**
- D. Editing columns on a worksheet

Answer: A,C

NEW QUESTION # 32

Your customer uses SAP SuccessFactors Employee Central has the following setup:

- * Pay Component (id = "SALARY")
- * Pay Component (id = "CARALLOWANCE")
- * Pay Component (id = "HOUSEALLOWANCE")
- * Pay Component Group (id = "TC") made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.

The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- A. Map TC to the standard Current Salary field.
 - * Use the Merit column for the TC update.
 - * Extract the new TC with a report manually create import files to update EC.
- B. Map SALARY to the standard Current Salary field TC to meritTarget.
 - * Use merit to update the TC use custom fields to allow planners to update the allowances.
 - * Publish each component back separately.
- C. Map TC to the standard Current Salary field.
 - * Use the Merit column for the TC update.
 - * Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- D. Map TC to the standard Current Salary field.
 - * Use the Merit column for the TC update.
 - * Use the finSalary field some custom columns to calculate the components publish those back to EC.

Answer: C

NEW QUESTION # 33

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

Answer: B,D

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 # 34

What triggers can be used to force a planner to add comments without using custom validations? Note: There are 2 correct answers to this question.

- A. An employee is NOT given a raise, stock, or options at all.

- B. Any time an employee is given a raise, stock, or options.
- C. When an employee's final salary is below range penetration minimum.
- D. When an employee's raise exceeds the range penetration maximum.

Answer: A,B

Explanation:

In SAP SuccessFactors Compensation, comments can be required to provide context or justification for certain compensation decisions, without the need for custom validations.

* Force Comments Based on Actions Taken or Not Taken

* Option A: When an employee is awarded a raise, stock, or options, SuccessFactors can be configured to prompt a mandatory comment. This is managed through standard settings without custom validation.

* Option C: Conversely, if an employee does not receive a raise, stock, or options, a forced comment rule can ensure planners justify this decision.

* Why Other Options Are Incorrect

* Options B and D are not standard triggers for forced comments in SAP SuccessFactors Compensation. These types of validations would typically require custom validation logic.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Standard Comment Rules and Force Comment Settings.

NEW QUESTION # 35

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