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SAP C THR86 2505 Exam Syllabus Topics:

Topic	Details
Topic 1	 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.
Topic 2	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 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	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q13-Q18):

NEW QUESTION #13

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can grant access to the dashboard to partners.
- B. It can be accessed by using SAP For Me.
- C. Customers can use the dashboard in the dev, test, production tenants.
- D. It can be used in all SAP S/4HANA Cloud editions.

Answer: A,B

NEW QUESTION #14

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. Create a custom Amount column to store FTE rather than using the standard FTE column.
- B. Set the XML attribute is Actual Salary Imported to True in the compensation plan template ensure standard FTE field is
 used
- C. Set the XML attribute isActualSalary Imported to False in the compensation plan template ensure standard FTE field is
 used
- D. Add values in the EC Pay Range object to align with each FTE.

Answer: C

NEW QUESTION # 15

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

Answer: D

NEW QUESTION #16

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

Answer: D

NEW QUESTION #17

Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Enable a hard limit stop for the merit guideline in Admin Center.
 - * Set the maximum value to 0.10 for all guideline formulas.
- B. Set the guideline pattern to be low-high.
 - * Set the high value for all guidelines to be 10.
- C. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
 - * Define each guideline formula with a default value of 10.
- D. Enable a hard limit stop for the merit guideline in Admin Center.
 - * Set the maximum value to 10 for all guideline formulas.

Answer: D

NEW QUESTION #18

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