SAP C_THR86_2505 Practice Test - The Key To Fast Exam

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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 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	• 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 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	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q60-Q65):

NEW QUESTION # 60
What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

- A. Display salary history.
- B. Import salary history into the profile.
- C. View budgets.
- D. Promote an employee.
- E. Enter recommendations.

Answer: A,D,E

NEW QUESTION # 61
Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.
How can this requirement be met through configuration?

- A. Enter the effective date for the largest country in the Employee Central Settings screen.
  * Publish the results of the planning for all countries.
  * Manually modify the effective dates of the resulting EC data for the smaller countries.
- B. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
  * Use the Publish Selected Employees in Employee Central to publish the data for this country.
  * Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- C. Create a lookup table that contains the different dates that uses country as an input.
  * Map the lookup table name to the "start-date" of the pay component in the XML.
- D. Create a lookup table that contains the different dates that uses country as an input.
  * Create a custom date column that reads from the lookup table based on employee country.
  * Map the column ID of the custom date column to the "start-date" of the pay component in the XML.

Answer: D

NEW QUESTION # 62
What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. Change is dynamic to in-progress forms.
- B. In-progress forms are NOT affected.
- C. In-progress forms are only affected when Update All Worksheets is run.
- D. Only completed forms are affected.

Answer: A

Explanation:
When the currency conversion table is updated during a planning period, in-progress forms reflect these changes dynamically.
* Option C: "Change is dynamic to in-progress forms."
* In SAP SuccessFactors Compensation, currency conversion updates affect in-progress worksheets immediately and dynamically without the need for manual updates. This feature ensures accurate currency data throughout the planning period.
: SAP SuccessFactors Compensation Guide > Currency Management > Impact of Currency Conversion Updates on In-Progress Worksheets.
Explanation for Incorrect Options:
Option A is incorrect because in-progress forms are indeed updated dynamically.
Option B incorrectly states that only completed forms are affected.
Option D suggests that a manual update is required, which is not the case for currency conversion updates.

NEW QUESTION # 63
What is the recommended leading practice workflow for a compensation template?

- A. Manager Planning → Next Level Manager Review → HR Manager Planning → Complete
- B. Process Setup → Manager Planning → Next Level Manager Review → Final Review → Complete
- C. Process Setup Manager Planning → Next Level Manager Review → Third Level Manager Review → Complete
- D. Manager Planning → Next Level Manager Review → Compensation Admin Review → HR Manager Planning → Complete

Answer: B

NEW QUESTION # 64
Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Integration Suite
- C. SAP Business Accelerator Hub

Answer: C

NEW QUESTION # 65
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