

2025 SAP C_THR86_2505 Realistic Valid Test Pattern



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It is well known that even the best people fail sometimes, not to mention the ordinary people. In face of the SAP C_THR86_2505 exam, everyone stands on the same starting line, and those who are not excellent enough must do more. If you happen to be one of them, our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation C_THR86_2505 Learning Materials will greatly reduce your burden and improve your possibility of passing the exam. Our advantages of time-saving and efficient can make you no longer be afraid of the C_THR86_2505 exam.

SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">• 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	<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.
Topic 4	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q28-Q33):

NEW QUESTION # 28

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND_MANAGER columns?

- A. MANAGER: blank
*SECOND MANAGER: NO_MANAGER
- B. MANAGER: blank
*SECOND MANAGER: blank
- C. MANAGER: NO_MANAGER
*SECOND MANAGER: blank
- **D. MANAGER: NO_MANAGER
*SECOND_MANAGER: NO_MANAGER**

Answer: D

NEW QUESTION # 29

A customer is using the following number format: ###0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- **A. 0**
- B. 1
- C. 2
- D. 3

Answer: A

NEW QUESTION # 30

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- B. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- **C. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.**
- D. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.

Answer: C

NEW QUESTION # 31

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- B. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- **C. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.**
- D. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.

Answer: C

Explanation:

To display the Lump Sum item on the compensation statement for sales employees only, use a condition based on whether the Lump Sum amount is greater than 0.

* Option D: "You can include the Lump Sum item in the statement template and set a condition on its display so that it will only be shown if it is greater than 0."

* By including the Lump Sum field and setting a display condition where it only appears if the Lump Sum amount is greater than 0, the statement will automatically hide the Lump Sum item for non-sales employees (who would have a 0 value for this field).

: SAP SuccessFactors Compensation Guide > Statement Configuration > Setting Conditional Display for Statement Items.

Explanation for Incorrect Options:

Option A would affect worksheet visibility but not the statement display.

Option B suggests creating a separate template, which is unnecessary.

Option C proposes adding a disclaimer rather than using a conditional display, which may be less professional.

NEW QUESTION # 32

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 "no-raise."**
- B. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- C. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- D. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.

Answer: A



NEW QUESTION # 33

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