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Dumpcollection recognizes the acute stress the aspirants undergo to get trust worthy and authentic SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) exam study material. They carry undue pressure with the very mention of appearing in the SAP C_THR86_2505 certification test. Here the Dumpcollection come forward to prevent them from stressful experiences by providing excellent and top-rated SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) practice test questions to help them hold the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) certificate with pride and honor.

SAP C_THR86_2505 Exam Syllabus Topics:

| Topic | Details |
|---------|--|
| Topic 1 | <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 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"> • 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 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. |

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q50-Q55):

NEW QUESTION # 50

In an EC-integrated implementation, which of the following EC elements can be used to map fields? Note: There are 3 correct answers to this question.

- A. MDF Objects
- B. Biographical Information
- C. Time Off
- D. Pay Components
- E. Background Elements

Answer: A,B,D

Explanation:

In SAP SuccessFactors Compensation integrated with Employee Central, mapping data fields between Employee Central and Compensation templates is essential. The following elements can be mapped:

* Biographical Information (Option A):

* Biographical data such as date of birth, gender, and other demographic information can be mapped from Employee Central to Compensation worksheets. This data can be used to filter or personalize employee details on the worksheet.

* MDF Objects (Option C):

* Metadata Framework (MDF) Objects allow custom object configuration in Employee Central, enabling businesses to define custom fields or data structures. These can then be mapped to fields in Compensation templates, providing flexibility to bring in custom attributes like competencies, certifications, or additional criteria.

* Pay Components (Option D):

* Pay components, such as base salary, allowances, and bonuses, are fundamental elements in Employee Central and can be mapped directly to compensation planning fields on the worksheet.

This mapping ensures accurate financial data and compensation planning alignment with Employee Central records.

Excluded Options:

* Time Off (Option B): Time Off data is not typically mapped directly to Compensation worksheets as it primarily manages leave and absence.

* Background Elements (Option E): Background elements generally pertain to employee profiles (e.g., previous work experience or education) and are not used in direct mapping to Compensation worksheets.

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SAP SuccessFactors Employee Central and Compensation Integration Guide, specifically under the "Mapping Employee Central Data to Compensation Fields" section, outlines eligible data fields and elements that can be integrated.

NEW QUESTION # 51

You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.

An employee in the US has a rating of 3. What will be their default merit increase?

- A. 4%
- B. 1%
- C. 2%
- D. 0%

Answer: C

NEW QUESTION # 52

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 only affected when Update All Worksheets is run.
- C. In-progress forms are NOT affected.
- D. Only completed forms are affected.

Answer: A

NEW QUESTION # 53

In an EC-integrated implementation, which of the following EC elements can be used to map fields? Note: There are 3 correct answers to this question.

- A. MDF Objects
- B. Biographical Information
- C. Time Off
- D. Pay Components
- E. Background Elements

Answer: A,B,D

NEW QUESTION # 54

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table",customCountry,1))/100.

The lookup table "budget_table" is configured with one input one output. There are three rows in the table:

- * USA = 5
- * GBR = 3
- * *=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Surround the curSalary with the toString function.
- B. Change the column to be of the Amount type.
- C. Surround the lookup function with the toNumber function.
- D. Remove the extra parentheses.

Answer: C

NEW QUESTION # 55

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