

100% Pass Quiz 2026 C_THR86_2505: Reliable Valid SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Exam Test



SAP CERTIFICATION

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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<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">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	<ul style="list-style-type: none">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 5	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q56-Q61):

NEW QUESTION # 56

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. 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.
- B. 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.
- 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 # 57

You configure the following salary rule in the compensation plan template:
How does the system behave?

- A. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum
 - *The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- B. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum
 - *The planner can save the merit recommendation by selecting Cancel in the pop-up message.
- C. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
 - *The planner can save the merit recommendation.
- D. The rule prevents the planner from saving the merit increase.
 - *The planner must go back change their merit recommendation.

Answer: B

NEW QUESTION # 58

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- A. By exporting troubleshooting information found on the Define Planners screen
- B. By using the Check Tool
- C. By changing the Method of Planner to Compensation Manager Hierarchy
- D. By using the Rollup Hierarchy report

Answer: A,B

Explanation:

To check for breaks in the Planning Manager Hierarchy in SAP SuccessFactors Compensation, you can use the following methods:

* Export troubleshooting information from the Define Planners screen: This option allows you to download a file that shows detailed planner hierarchy information, enabling you to identify gaps or breaks in the structure.

References: SAP SuccessFactors Compensation User Guide - Troubleshooting and Hierarchy Management.

NEW QUESTION # 59

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- A. By exporting troubleshooting information found on the Define Planners screen
- B. By using the Check Tool
- C. By changing the Method of Planner to Compensation Manager Hierarchy
- D. By using the Rollup Hierarchy report

Answer: A,B

NEW QUESTION # 60

What action is required to enable Employee Central integration for a template?

- A. Provide an effective date
- B. Enable field-based permissions.
- C. Update pay guide format.
- D. Reload guidelines.

Answer: A

NEW QUESTION # 61

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