

C_THR86_2505 Cert Guide - C_THR86_2505 Test Dumps.zip



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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">• 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 3	<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 4	<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 5	<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 6	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q22-Q27):

NEW QUESTION # 22

Your customer would like the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review. However, they want to make sure that this is only possible during the last week of the planning cycle. How can you achieve this?

- A. Create a custom read-only Money field change read-only to No on the correct date.
- B. Create a custom editable Money field use custom validation to check that values are NOT entered until the correct date.
- **C. Create a custom editable Money field. In the formula to calculate the final salary, use the dateDiff() function to determine if the custom column can override the calculated value.**
- D. Create a custom editable Money field with field-based permissions set to read-only. Change the permissions to editable on the correct date.

Answer: C

NEW QUESTION # 23

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change. What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. The new pay grade is displayed.
- B. The employee becomes ineligible.
- C. New forms need to be created because an error will be shown.
- **D. The pay grade remains the same as it was when the forms were created.**

Answer: D

NEW QUESTION # 24

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

Answer: B

NEW QUESTION # 25

What are some general principles for creating Route Maps for client projects? Note: There are 2 correct answers to this question.

- A. Use a Signature step so the employee is aware of the decisions once the form is marked as "Complete".
- **B. Use reporting Executive Review for reviewing trends aggregate budgets.**
- C. Use the "Get Feedback" function to allow people outside the hierarchy to comment on the decisions.
- **D. Only include those that would alter a decision, not simply review.**

Answer: B,D

NEW QUESTION # 26

How many custom columns may be used as Formula Criteria for Guidelines?

- A. 0
- **B. 1**
- C. 2
- D. There is no limit on custom columns

Answer: B

NEW QUESTION # 27

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