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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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 3	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 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	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.

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Are you planning to attempt the SAP C_THR86_2505 exam of the C_THR86_2505 certification? The first hurdle you face while preparing for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) exam is not finding the trusted brand of accurate and updated C_THR86_2505 exam questions. If you don't want to face this issue then you are at the trusted spot. Exam4Labs is offering actual and Latest C_THR86_2505 Exam Questions that ensure your success in the SAP C_THR86_2505 certification exam on your maiden attempt.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q62-Q67):

NEW QUESTION # 62

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

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

Answer: B,C

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 # 63

When should you configure a compensation template using the Second Manager hierarchy? Note: There are 2 correct answers to this question.

- A. Your customer wants someone other than the standard manager to make compensation recommendations.
- B. Your customer wants to include HR in their route map.
- C. Your customer wants only directors above to do planning.
- D. Your customer has more than three manager approval levels in their route map.

Answer: A,C

NEW QUESTION # 64

A customer would like percentage fields to only show decimal places if they are available. For example, 40.00% should display as 40%, but if the Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- A. defPercentFormat #####.#####
- B. defPercentFormat #,###0.00
- C. defPercentFormat ###0##
- D. defAmountFormat #,###0##

Answer: C

NEW QUESTION # 65

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

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 # 66

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

Answer: A,B,D

NEW QUESTION # 67

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