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## SAP C\_THR86\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 5	<ul style="list-style-type: none"> <li>• <b>Compensation Statements:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Compensation Worksheets:</b> 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.</li> </ul>

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q20-Q25):**

### **NEW QUESTION # 20**

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 can save the merit recommendation by selecting Cancel in the pop-up message.**
- B. The rule prevents the planner from saving the merit increase.  
\* The planner must go back change their merit recommendation.
- C. 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.
- D. 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.

**Answer: A**

### **NEW QUESTION # 21**

Which of the following tasks require that worksheets are moved to Complete before they can be performed?  
Note: There are 2 correct answers to this question.

- **A. Generating Compensation Statements**
- B. Exporting data from Executive Review
- C. Compensation Plan Activity Audit
- **D. Publishing Compensation Results in Employee Central**

**Answer: A,D**

Explanation:

In SAP SuccessFactors Compensation, certain actions require that worksheets are marked as "Complete" to finalize and lock in all data. This requirement ensures data integrity and consistency across various processes in the compensation cycle.

\* Option A: "Generating Compensation Statements"

\* Before generating compensation statements, it is necessary to complete the worksheets. Once a worksheet is marked as "Complete," it locks the data, allowing for consistent and finalized data to be used in the compensation statements.

: SAP SuccessFactors Compensation Guide > Worksheet Management > Requirements for Generating Statements.

Option B: "Publishing Compensation Results in Employee Central"

Publishing compensation data to Employee Central also requires worksheets to be in the "Complete" status.

This ensures that only verified and approved data is transferred to Employee Central, preventing any discrepancies.  
Reference: SAP SuccessFactors Compensation and Employee Central Integration Guide > Publishing Compensation Data > Requirements for Publishing to Employee Central.

Explanation for Incorrect Options:

Option C (Exporting data from Executive Review) does not require worksheets to be marked as complete.

Option D (Compensation Plan Activity Audit) is a monitoring tool that does not require worksheet completion to track activities.

#### NEW QUESTION # 22

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create an editable string field with enumerated values.
- B. Create a read-only string field make it reloadable.
- C. Create a read-only string field make it reportable.
- D. Create an editable string field make it reportable.

**Answer: A**

#### NEW QUESTION # 23

As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.  
How can you best show this information?

- A. Enable the Executive Review - Read permission for all planners.
- B. Create a Tile for inclusion on the planners' Dashboards.
- C. Include the Detailed (Rollup) Report option in the worksheet configuration.
- D. Create an Ad Hoc report share it with all planners.

**Answer: C**

Explanation:

To give planners a comprehensive view of how their direct and indirect reports are adhering to allocated budgets before final approval, SAP SuccessFactors Compensation provides the Detailed (Rollup) Report option, which aggregates budget data across multiple hierarchy levels.

\* Option A: "Include the Detailed (Rollup) Report option in the worksheet configuration."

\* The Detailed (Rollup) Report allows planners to view budget allocation and adherence information for both direct and indirect reports in one consolidated report. This report is accessible from the worksheet, providing planners with visibility into how each level of their reporting structure is adhering to the assigned budgets before final approval.

: SAP SuccessFactors Compensation Guide > Worksheet Configuration > Setting Up Rollup Reports for Budget Overview.

Explanation for Incorrect Options:

Option B (Ad Hoc report) provides custom reporting capabilities but does not integrate directly with the compensation worksheet, limiting its effectiveness within the approval process.

Option C (Executive Review Read permission) is designed for higher-level review rather than for direct planner access.

Option D (Dashboard Tile) would not provide the detailed budget adherence view directly within the worksheet.

#### NEW QUESTION # 24

How can the compRating field be used to enhance the compensation worksheet? Note: There are 2 correct answers to this question.

- A. It allows ratings to be entered directly on the planning worksheet for those employees who do NOT have a performance form
- B. It allows for performance ratings to use a different rating scale.
- C. It allows for performance form rating overrides.
- D. It allows a second rating field for guidelines.

**Answer: A,B**

