

# Valid SAP C\_THR86\_2505 Exam Simulator, Real C\_THR86\_2505 Questions



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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Permissions:</b> 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• <b>Managing Employee Specific Data:</b> 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 3	<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 4	<ul style="list-style-type: none"><li>• <b>Plan Settings:</b> 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 5	<ul style="list-style-type: none"> <li>• <b>Set Up Import Tables:</b>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Compensation Plan Guidelines:</b> 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Implementation Test:</b> 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 8	<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 (Q78-Q83):

#### NEW QUESTION # 78

Your EC-integrated client wishes to plan on monthly salaries for employees in the UK, but on annual salaries for employee in the US. All employees have their salaries stored in EC with a single pay component with a frequency of "monthly" because of payroll integration constraints.

Which of the following options is a solution for this requirement?

- A. Include the unitsPerYear standard column set it to 12.
- B. Use meritTarget set to the pay component value divided by 12.
- **C. Use two templates with one having curSalary mapped to the pay component the other on the pay component group.**
- D. Use two different pay components for salary with the US one having the "Use for Comp Planning" set to "None" the UK one set to "Comp."

**Answer: C**

#### NEW QUESTION # 79

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

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

**Answer: A**

**NEW QUESTION # 80**

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 Rollup Hierarchy report
- C. By using the Check Tool
- D. By changing the Method of Planner to Compensation Manager Hierarchy

**Answer: A,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 # 81**

For which customer requirement do you need to develop a custom statement?

- A. Different statements per employee group
- B. Pie graph showing compensation element distribution
- C. Field visibility is conditional on amount
- D. Mix of data from compensation variable pay

**Answer: B**

**NEW QUESTION # 82**

At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched the performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire.

All new hires are assigned a rating of "Good".

How will these ratings appear on the Salary worksheet?

- A. Unrated
- B. Too new to rate
- C. N/A
- D. Good

**Answer: A**

**NEW QUESTION # 83**

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