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What is more difficult is not only passing the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation certification exam, but the acute anxiety and the excessive burden also make the candidate nervous to qualify for the SAP C-THR86-2505 Certification. If you are going through the same tough challenge, do not worry because LatestCram is here to assist you.

SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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 5	• 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 (Q19-Q24):

NEW QUESTION # 19
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 a read-only string field make it reloadable.
- B. Create an editable string field with enumerated values.
- C. Create a read-only string field make it reportable.
- D. Create an editable string field make it reportable.

Answer: B

NEW QUESTION # 20
Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase.
What is the best way to accomplish this?

- A. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- B. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "no-raise."
- C. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- D. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.

Answer: B

Explanation:
When planners need to provide a reason for not awarding a merit increase, this can be enforced through standard validation rules.
* Setting a Force Comment Rule with "No-Raise" Mode
* In SuccessFactors Compensation, under the Define Standard Validation Rules section, you can set a Force Comment Rule with the mode set to "no-raise." This triggers a required comment whenever a planner decides not to give a merit increase.
* This is a straightforward way to enforce explanations for no-raise situations, leveraging standard settings.
* Why Other Options Are Incorrect
* Option B is incorrect because custom validation formulas are not necessary for this type of forced comment.
* Option C (comp-force-comment-config tag with mode "guideline") is unrelated to no-raise situations.
* Option D (setting mode to "raise") is incorrect as this would trigger comments for raises, not for when no raise is given.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Force Comment Rules.

NEW QUESTION # 21
Which of the following requires the use of custom validations? Note: There are 2 correct answers to this question.

- A. A warning message when the budget is exceeded
- B. An error message when planners enter a promotion without changing pay grade
- C. An error message when adjustments are entered in two different fields
- D. An error message when the maximum guideline is exceeded

Answer: A,B

NEW QUESTION # 22

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

Answer: D

NEW QUESTION # 23

Your non-EC customer wants only users in Pay Grade 1 2 to be ineligible for Lump Sum; Pay Grades 3 through 9 are eligible.
What can you do to fulfill this requirement?
Note: There are 3 correct answers to this question.

- A. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that goes through the eligible Pay Grades makes them eligible for the Lump Sum field.
- B. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 3 through 9 eligible for the Lump Sum field.
- C. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- D. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- E. Start with all employees are eligible. In the UDF, set the LUMPSUM ELIGIBLE field to FALSE for Grades 1 2, TRUE for Grades 3 through 9.

Answer: A,C,E

NEW QUESTION # 24

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