

# Avail Efficient Question C-THR86-2505 Explanations to Pass C-THR86-2505 on the First Attempt



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In this knowledge-dominated world, the combination of the knowledge and the practical working competences has been paid high attention to is extremely important. If you want to improve your practical abilities you can attend the certificate examination. Our C-THR86-2505 exam questions are compiled by experts and approved by authorized personnel and boost varied function so that you can learn C-THR86-2505 Test Torrent conveniently and efficiently. Our passing rate is 98%-100% and there is little possibility for you to fail in the exam. But if you are unfortunately to fail in the exam we will refund you in full immediately.

## SAP C-THR86-2505 Exam Syllabus Topics:

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

- 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.

>> Question C-THR86-2505 Explanations <<

## C-THR86-2505 Visual Cert Exam, C-THR86-2505 New Exam Camp

There may be a lot of people feel that the preparation process for exams is hard and boring, and hard work does not necessarily mean good results, which is an important reason why many people are afraid of examinations. Today, our C-THR86-2505 study materials will radically change this. High question hit rate makes you no longer aimless when preparing for the exam, so you just should review according to the content of our C-THR86-2505 Study Materials prepared for you.

### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q63-Q68):

#### NEW QUESTION # 63

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

**Answer: D**

#### NEW QUESTION # 64

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

**Answer: B**

#### NEW QUESTION # 65

Your client uses a Salary Pay Matrix table for Pay Ranges. What are some Leading Practices Considerations around the maintenance use of these tables? Note: There are 2 correct answers to this question.

- **A. Do not update salary range tables that were referenced in forms that have been launched for a prior cycle.**
- B. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.
- **C. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.**
- D. Salary range tables should always be provided in the client's Functional Currency.

**Answer: A,C**

### NEW QUESTION # 66

Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.
- **B. The user needs the Executive Review - Export permission.**
- C. The user needs the Executive Review - Mass Action permission.
- **D. The user needs the Executive Review - Import permission.**
- **E. The user needs the Executive Review - Edit permission.**

**Answer: B,D,E**

### NEW QUESTION # 67

Your customer uses SAP SuccessFactors Employee Central has the following setup:

\*Pay Component (id = "SALARY")

\*Pay Component (id = "CARALLOWANCE")

\*Pay Component (id = "HOUSEALLOWANCE")

\*Pay Component Group (id = "TC") made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.

The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- **A. Map TC to the standard Current Salary field.**  
\*Use the Merit column for the TC update.  
\*Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- B. Map SALARY to the standard Current Salary field TC to meritTarget.  
\*Use merit to update the TC use custom fields to allow planners to update the allowances.  
\*Publish each component back separately.
- C. Map TC to the standard Current Salary field.  
\*Use the Merit column for the TC update.  
\*Use the finSalary field some custom columns to calculate the components publish those back to EC.
- D. Map TC to the standard Current Salary field.  
\*Use the Merit column for the TC update.  
\*Extract the new TC with a report manually create import files to update EC.

**Answer: A**

Explanation:

When a customer uses SAP SuccessFactors Employee Central with specific pay components and a Pay Component Group (PCG) designated for total cash (TC), integration configurations can help manage the pay components based on the planner's adjustments in the compensation module. Here's how the setup can be achieved to maximize integration and minimize manual updates:

\* Option B: "Map TC to the standard Current Salary field. Use the Merit column for the TC update.

Publish the finSalary value back to the pay component group in EC and have business rules split the sum into the components."

\* By mapping the total cash (TC) to the Current Salary field and using the Merit column for any updates, planners can adjust TC directly. The finSalary field can be configured to reflect the adjusted TC, which can then be published back to Employee Central. Business rules in Employee Central will then split the updated TC value among the components (SALARY, CARALLOWANCE, HOUSEALLOWANCE) based on predefined rules, ensuring that allowances remain consistent with the employee's grade.

: SAP SuccessFactors Compensation and EC Integration Guide > Configuring Pay Component Groups > Publishing Total Compensation Components.

Explanation for Incorrect Options:

Option A involves extra custom columns and manual calculations, which increases complexity.

Option C suggests a manual import process, which is labor-intensive and contrary to integration best practices.

Option D proposes a setup where SALARY is mapped to Current Salary and TC to meritTarget, which complicates the TC update process and is less optimal for integrated workflows.

