

Free PDF 2026 SAP C_THR86_2505–Trustable Latest Learning Materials



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SAP C_THR86_2505 certification exams are a great way to analyze and evaluate the skills of a candidate effectively. Big companies are always on the lookout for capable candidates. You need to pass the SAP C_THR86_2505 Certification Exam to become a certified professional. This task is considerably tough for unprepared candidates however with the right C_THR86_2505 prep material there remains no chance of failure.

SAP C_THR86_2505 Exam Syllabus Topics:

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

C_THR86_2505 Dump, C_THR86_2505 Trustworthy Practice

The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) certification exam is one of the hottest and most industrial-recognized credentials that has been inspiring beginners and experienced professionals since its beginning. With the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) certification exam successful candidates can gain a range of benefits which include career advancement, higher earning potential, industrial recognition of skills and job security, and more career personal and professional growth.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q57-Q62):

NEW QUESTION # 57

Your client wants to display a paragraph in the body of the Compensation Statement that is displayed only to employees who are on a Performance Improvement Plan (PIP). An employee is on a PIP if they have a rating of 1 or 2. The standard Rating column is available on the worksheet.

However, the client does not want the rating itself to ever be displayed on the Statement. How can you satisfy this requirement?

- A. Include the rating on the statement in the right section.
*Include a Conditional Text Section on the statement using the rating field as a condition.
*Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- B. Add a paragraph to the body of the Statement that states that the section applies only to those who are on a Performance Improvement Plan those employees who are not may ignore the paragraph.
- C. Include a Conditional Text Section on the statement using the rating field as a condition because all columns on the worksheet are available for conditional logic.
*Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- D. Include the rating on the statement in the right section.
*Include a Conditional Text Section on the statement using the rating field as a condition.
*Ensure the rating field is hidden on the statement by setting an impossible display condition.

Answer: C

Explanation:

To meet the requirement of displaying a paragraph only for employees on a Performance Improvement Plan (PIP) without showing the rating, the use of conditional text combined with field-based permissions is the best approach.

* Conditional Text Section and Field-Based Permissions

* Option D: A conditional text section allows you to set conditions (such as rating equals 1 or 2) to display specific content only for certain employees. Using field-based permissions to hide the rating ensures it is not displayed on the worksheet or statement.

* Why Other Options Are Incorrect

* Options A and B involve including the rating in the statement, which the client does not want.

* Option C (adding a paragraph for all employees with a note) does not selectively display the content based on PIP status.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Conditional Text Sections and Field-Based Permissions.

NEW QUESTION # 58

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

NEW QUESTION # 59

Your customer is going through a divestiture would like to extract all of the historical data from compensation planning for the divested entity prior to purging the data from SAP SuccessFactors. How can you capture the compensation data from your compensation plans? Note: There are 2 correct answers to this question.

- A. Export from the employee history file.
- **B. Run an Ad Hoc report.**
- **C. Export from Executive Review.**
- D. Run the Rollup report.

Answer: B,C

NEW QUESTION # 60

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

Answer: D

Explanation:

In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:

* Option B: "Surround the lookup function with the toNumber function."

* In this formula, (curSalary lookup("budget_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget_table", customCountry, 1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.

: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.

Explanation for Incorrect Options:

Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.

Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.

Option D does not impact the data type and thus would not resolve the issue.

NEW QUESTION # 61

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

Answer: B

Explanation:

The defPercentFormat ###0## configuration in SAP SuccessFactors Compensation allows percentages to display decimal points only when necessary.

* Format Explanation

* Format ###0##: This format displays whole numbers without decimal places if the value is an integer (e.g., 40% instead of 40.00%). If there are decimal values present (e.g., 40.54%), it will display them, as it does not limit the number of decimal places

but adapts based on the value.

* Why Other Options Are Incorrect

* Option A (##0.00) forces two decimal places in all cases.

* Option B (#####.#####) allows multiple decimal places but would display extra zeros for whole numbers.

* Option C (defAmountFormat #,##0###) is used for amounts, not percentages.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Percentage and Number Formatting and Field Display Options.

NEW QUESTION # 62

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