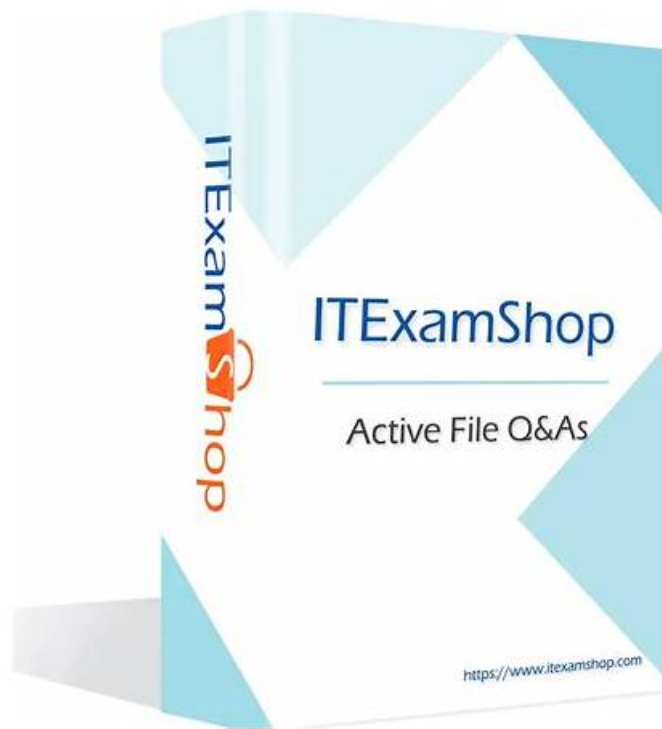


# Pass Guaranteed Valid SAP - Exam C-THR86-2505 Topics



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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<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 3	<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 4	<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 5	<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 6	<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>
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## >> Exam C-THR86-2505 Topics <<

### Quiz 2026 High Pass-Rate C-THR86-2505: Exam SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Topics

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q15-Q20):

#### NEW QUESTION # 15

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change. What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. New forms need to be created because an error will be shown.
- B. The new pay grade is displayed.
- C. The employee becomes ineligible.
- **D. The pay grade remains the same as it was when the forms were created.**

**Answer: D**

#### NEW QUESTION # 16

When should you configure a compensation template using the Second Manager hierarchy? Note: There are 2 correct answers to this question.

- **A. Your customer wants only directors above to do planning.**
- B. Your customer has more than three manager approval levels in their route map.
- C. Your customer wants to include HR in their route map.
- **D. Your customer wants someone other than the standard manager to make compensation recommendations.**

**Answer: A,D**

#### NEW QUESTION # 17

A customer's salary process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits. The merit guideline is based upon performance rating, compa-ratio, two custom fields, Country Job Family. The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes. How can this requirement be met?

- **A. Set the Force Default On Custom Column Change option within guidelines to Yes.**  
\*Make sure the Country column is reloadable Job Family is not.
- B. Ensure the default value for all merit guidelines is non-zero.  
\*Make sure the Country Job Family columns are both reloadable.
- C. Set the Force Default On Custom Column Change option within guidelines to Yes.  
\*Make sure the Country Job Family columns are both reloadable.

- D. Set the Force Default On Rating Change option within guidelines to Yes.  
\*Make sure the Country column is reloadable Job Family is not.

**Answer: A**

Explanation:

In SAP SuccessFactors Compensation, the Force Default On Custom Column Change option in guidelines ensures that when specific custom fields change (such as Country), the merit increase is reset to its default.

This meets the requirement of resetting the merit increase only when Country changes, not when Job Family changes.

\* Configuring Force Default on Custom Column Change

\* Option D: By setting Force Default On Custom Column Change to "Yes," the system will reset the merit increase to default values whenever a change occurs in a reloadable custom field marked as critical.

\* Reloadable Columns: Making only the Country column reloadable ensures that changes in Country will trigger the reset, while Job Family changes will not affect the merit guideline.

\* Why Other Options Are Incorrect

\* Option A involves Force Default On Rating Change, which is irrelevant for custom columns like Country or Job Family.

\* Option B and Option C involve making both Country and Job Family reloadable, which does not meet the requirement to ignore Job Family changes.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Guidelines and Force Default Settings.

### NEW QUESTION # 18

What can be configured under Define Standard Validation Rules? Note: There are 2 correct answers to this question.

- A. Disallow save when budget is exceeded.
- B. Update guideline hard limit.
- C. Force comment when recommendation is outside guidelines.
- D. Split to Lump Sum when exceeding salary range.

**Answer: C,D**

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

**Answer: D**

### NEW QUESTION # 20

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