

# Exam C\_THR86\_2505 Pattern & C\_THR86\_2505 Exam Questions



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We can conclude this post with the fact that to clear the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C\_THR86\_2505) certification exam, you need to be prepared before, study well, and practice. You cannot rely on your luck to score well in the C\_THR86\_2505 exam. You have to prepare with DumpExam real SAP C\_THR86\_2505 Exam Questions to clear the C\_THR86\_2505 test in one go. You will also receive up to 365 days of free updates and C\_THR86\_2505 dumps pdf demos. Purchase the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C\_THR86\_2505) practice tests today and get these amazing offers.

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## C\_THR86\_2505 Exam Questions, C\_THR86\_2505 Valid Test Format

The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation certification provides beginners and professionals with multiple great career opportunities. The SAP Exam C\_THR86\_2505 examination is one of the most demanding SAP tests. There are multiple benefits you can get after cracking the C\_THR86\_2505 test. The top-listed benefits include skill verification, high-paying jobs, bonuses, and promotions in your current organizations. All these benefits of earning the C\_THR86\_2505 certificate help you level up your career in the tech sector.

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

Topic	Details
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Topic 1	<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 2	<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 3	<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 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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q30-Q35):

### NEW QUESTION # 30

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.

How can this requirement be met through configuration?

- A. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
  - \* Use the Publish Selected Employees in Employee Central to publish the data for this country.
  - \* Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- B. Enter the effective date for the largest country in the Employee Central Settings screen.
  - \* Publish the results of the planning for all countries.
  - \* Manually modify the effective dates of the resulting EC data for the smaller countries.
- C. Create a lookup table that contains the different dates that uses country as an input.
  - \* Map the lookup table name to the "start-date" of the pay component in the XML.
- **D. Create a lookup table that contains the different dates that uses country as an input.**
  - \* Create a custom date column that reads from the lookup table based on employee country.**
  - \* Map the column ID of the custom date column to the "start-date" of the pay component in the XML.**

**Answer: D**

### NEW QUESTION # 31

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.
- **B. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.**
- C. Select "Including Inactive Users when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.
- D. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.

**Answer: B**

### NEW QUESTION # 32

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified"

option. You want to import a compensation-specific user data file (UDF). Which columns are required?

Note: There are 2 correct answers to this question.

- A. USERNAME
- **B. USERID**
- **C. STATUS**
- D. MANAGER

**Answer: B,C**

Explanation:

When importing a compensation-specific User Data File (UDF) in SAP SuccessFactors Compensation, selecting "Assign default required field values for new users if none specified" in provisioning helps auto-fill necessary fields. However, certain fields must still be present for the import to function correctly:

\* USERID: This column uniquely identifies each employee and is mandatory as it links users to their respective records.

References: SAP SuccessFactors Compensation Implementation Guide - Required Fields for User Data File Import.

### NEW QUESTION # 33

A customer is using the following number format: ####0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- A. 0
- B. 1
- C. 2
- **D. 3**

**Answer: D**

### NEW QUESTION # 34

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.
- **B. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.**
- C. Select "Including Inactive Users when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.
- D. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.

**Answer: B**

Explanation:

To include a specific population of inactive employees in the worksheet, select settings that specify inclusion criteria for inactive users and adjust eligibility accordingly.

\* Option C: "Select 'Including Inactive Users' when defining the Method of Planner, select 'All employees are eligible' under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees."

\* By enabling the "Including Inactive Users" option, planners can ensure that inactive employees are part of the worksheet. Setting "All employees are eligible" provides a base eligibility, while the eligibility rules can then specifically include only the desired inactive employees based on criteria set in the rule.

: SAP SuccessFactors Compensation Guide > Eligibility Configuration > Including Inactive Users in Worksheets.

Explanation for Incorrect Options:

Option A would exclude desired inactive employees instead of including them.

Option B does not set the "Including Inactive Users" option, which is necessary for inactive employees.

Option D does not include inactive employees in the initial settings, missing the requirement for the "Including Inactive Users" setting.

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