

# Latest C-THR86-2505 Certification Materials - 100% Pass C-THR86-2505 Exam



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

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

Topic 3	<ul style="list-style-type: none"> <li>• <b>Set Up Import Tables:</b>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 4	<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 5	<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 6	<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>

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## Valid C-THR86-2505 Learning Materials & C-THR86-2505 Practice Exams

The PassTestking is a trusted and reliable platform that has been helping the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) certification exam candidates for many years. Over this long time period, the PassTestking C-THR86-2505 exam practice questions have helped the C-THR86-2505 exam candidates in their preparation and enabled them to pass the challenging exam on the first attempt. You can also trust PassTestking C-THR86-2505 Exam Practice questions and start preparation with complete peace of mind and satisfaction.

### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q77-Q82):

#### NEW QUESTION # 77

What is the recommended leading practice workflow for a compensation template?

- A. Manager Planning # Next Level Manager Review # HR Manager Planning # Complete
- B. Manager Planning # Next Level Manager Review # Compensation Admin Review # HR Manager Planning # Complete
- C. Process Setup Manager Planning # Next Level Manager Review # Third Level Manager Review # Complete
- **D. Process Setup # Manager Planning # Next Level Manager Review # Final Review # Complete**

#### Answer: D

#### Explanation:

The recommended workflow for compensation templates ensures structured review and approval, following best practices to ensure accuracy and compliance in compensation decisions.

\* Recommended Workflow Stages

\* Process Setup: The Compensation Admin configures the process.

\* Manager Planning: Line managers make initial compensation recommendations.

\* Next Level Manager Review: Next-level managers review and adjust recommendations as necessary.

\* Final Review: HR or Compensation Admin conducts a final review to ensure compliance and data accuracy.

\* Complete: The process is finalized and completed.

\* Why Other Options Are Incorrect

\* Options B, C, and D omit the Final Review or include additional manager levels not typically required, making them less aligned with the standard leading practice.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Compensation Cycle Workflow and Template Setup.

#### NEW QUESTION # 78

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. RFC
- B. SOAP
- C. OData
- D. IDoc

**Answer: B,C**

Explanation:

SAP recommends using OData and SOAP APIs to achieve clean core integrations with SAP SuccessFactors.

These API types are designed to work within the SAP ecosystem and support integration scenarios without impacting the core system structure.

\* OData API

\* OData is a REST-based API standard and is SAP's preferred choice for modern, scalable, and lightweight integrations, especially within SuccessFactors. It is ideal for clean core integrations that interact with business data.

\* SOAP API

\* SOAP is a widely used API protocol in SAP integrations and is highly structured, making it suitable for clean and stable integrations. Many SuccessFactors services support SOAP, especially for HR and payroll-related integrations.

\* Why Other Options Are Incorrect

\* Option B (IDoc) and Option C (RFC) are older SAP interface protocols typically used for SAP ECC or SAP S/4HANA on-premise integrations, but they are not generally recommended for SuccessFactors clean core cloud integrations.

\* Reference Documentation

\* SAP SuccessFactors Integration Guide on OData and SOAP API Usage.

#### NEW QUESTION # 79

What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

- A. View budgets.
- B. Import salary history into the profile.
- C. Promote an employee.
- D. Display salary history.
- E. Enter recommendations.

**Answer: C,D,E**

#### NEW QUESTION # 80

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. MANAGER
- C. USERID
- D. STATUS

**Answer: C,D**

#### NEW QUESTION # 81

You are implementing an EC-integrated template.

Which compensation fields are commonly mapped to a pay component or pay component group? Note: There are 3 correct answers to this question.

- A. Current Salary
- B. Local Currency Code
- C. FTE
- D. Pay Grade

- E. Units Per Year

Answer: A,B,E

## NEW QUESTION # 82

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