

# C\_THR86\_2505 Latest Test Questions - Brain Dump

## C\_THR86\_2505 Free



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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 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 3	<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 4	<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 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 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 7	<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>

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## Top C\_THR86\_2505 Latest Test Questions 100% Pass | High Pass-Rate C\_THR86\_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation 100% Pass

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q40-Q45):

#### NEW QUESTION # 40

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.

The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 2-3%  
\* Total Increase is \$1,000
- B. Guideline is displayed as 2-3%  
\* Total Increase is \$500
- C. Guideline is displayed as 4-6%  
\* Total Increase is \$500
- D. Guideline is displayed as 4-6%  
\* Total Increase is \$1,000

**Answer: B**

#### NEW QUESTION # 41

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

- D. The new pay grade is displayed.

**Answer: B**

#### NEW QUESTION # 42

Your client wishes to limit new employee salaries so that no employee can exceed 125% compa- ratio. They do not award lump sums.

How can you configure the worksheet to meet this requirement? Note: There are 2 correct answers to this question.

- A. Create a custom validation of type Error to ensure that the column curRatio is less than 125.
- B. Create a custom validation of type Error to ensure that the column compaRatio is less than 125.
- C. Create a standard validation of type "disallow" action "exceed" with the Threshold at 125.
- D. Create a standard validation of type "splitOrDisallow" action "exceed" with the Threshold at 125.

**Answer: B,C**

#### NEW QUESTION # 43

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

**Answer: B**

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 # 44

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. Set the Force Default On Custom Column Change option within guidelines to Yes.  
\* Make sure the Country Job Family columns are both reloadable.
- C. Ensure the default value for all merit guidelines is non-zero.

