

# Study C\_THR86\_2505 Group - C\_THR86\_2505 High Quality



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

Topic	Details
Topic 1	<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 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>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 4	<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 5	<ul style="list-style-type: none"> <li>• <b>Permissions:</b> 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>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q26-Q31):

#### NEW QUESTION # 26

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 INCLUDE the desired inactive employees.
- B. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE 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 INCLUDE the desired inactive employees.
- D. 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.

**Answer: C**

#### NEW QUESTION # 27

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

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

**Answer: A**

#### NEW QUESTION # 28

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

**Answer: C**

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 # 29

Which statements accurately describe Rollup Reports? Note: There are 3 correct answers to this question.

- A. Custom Columns with the "Show Totals" attribute selected are shown.
- B. The Rollup Report provides a summary of compensation entries budget information.
- C. Enabling the Rollup Report for End-Users requires a specific tag in the XML.
- D. The Standard, Compensation, Rollup Hierarchies are all supported.
- E. The Rollup Report is based on the current hierarchy not that at form creation.

**Answer: B,C,E**

#### NEW QUESTION # 30

Which actions are controlled by role-based permissions? Note: There are 2 correct answers to this question.

- A. Making changes through Executive Review
- B. Opening compensation worksheets
- C. Updating a Compensation Statement
- D. Editing columns on a worksheet

**Answer: A,C**

#### NEW QUESTION # 31

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