

Valid C_THR86_2505 Test Practice - C_THR86_2505 Practical Information



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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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.
Topic 3	• 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.
Topic 4	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q19-Q24):

NEW QUESTION # 19

Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase. What is the best way to accomplish this?

- A. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- **B. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "no-raise."**
- C. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.
- D. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."

Answer: B

Explanation:

When planners need to provide a reason for not awarding a merit increase, this can be enforced through standard validation rules.

* Setting a Force Comment Rule with "No-Raise" Mode

* In SuccessFactors Compensation, under the Define Standard Validation Rules section, you can set a Force Comment Rule with the mode set to "no-raise." This triggers a required comment whenever a planner decides not to give a merit increase.

* This is a straightforward way to enforce explanations for no-raise situations, leveraging standard settings.

* Why Other Options Are Incorrect

* Option B is incorrect because custom validation formulas are not necessary for this type of forced comment.

* Option C (comp-force-comment-config tag with mode "guideline") is unrelated to no-raise situations.

* Option D (setting mode to "raise") is incorrect as this would trigger comments for raises, not for when no raise is given.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Force Comment Rules.

NEW QUESTION # 20

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

Answer: A,B

NEW QUESTION # 21

In an EC-integrated compensation worksheet, what are some of the reasons you might include a lookup table in your configuration?

Note: There are 3 correct answers to this question.

- A. Converting money values from functional to local currency
- **B. Determining appropriate car allowance by grade**
- **C. Providing budget percentage by country**
- **D. Holding previous year's salary by Employee ID**

- E. Converting a code into its text equivalent for display

Answer: B,C,D

NEW QUESTION # 22

A customer would like percentage fields to only show decimal places if they are available. For example, 40.00% should display as 40%, but if the Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- A. defAmountFormat #,##0##
- B. defPercentFormat #####.####
- C. defPercentFormat #,##0.00
- **D. defPercentFormat ###0##**

Answer: D

NEW QUESTION # 23

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

Answer: C

NEW QUESTION # 24

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