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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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.
Topic 3	• 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.
Topic 4	• 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 5	• 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.
Topic 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q44-Q49):

NEW QUESTION # 44
Your client wants to restrict entry into the Lump Sum field to only members of the reward team. How can you achieve this?

- A. Use field-based permissions on the Lump Sum field a permission group of named individuals.
- B. Use mass actions through the Executive Review.
- C. Set the Lump Sum field to read-only to prevent planners from using it.
- D. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.

Answer: A

Explanation:
Field-based permissions allow specific control over who can view or edit fields in the compensation worksheet.
* Restricting Access to Lump Sum Field with Field-Based Permissions
* Option C: In SAP SuccessFactors Compensation, you can configure field-based permissions so only selected users (e.g., members of the reward team) can access and edit the Lump Sum field.
* This approach uses a permission group to grant edit permissions only to specific individuals, ensuring that only authorized personnel can make entries in the Lump Sum field.
* Why Other Options Are Incorrect
* Option A (mass actions via Executive Review) does not restrict individual access to fields.
* Option B (setting guidelines to zero) does not provide role-based access restriction and may cause confusion in the compensation planning process.
* Option D (setting the field to read-only) would prevent all planners from editing, not just those outside the reward team.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Field-Based Permissions and Permission Groups.

NEW QUESTION # 45
Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.
How can you accomplish this?

- A. Use two compensation worksheet templates.
- B. Use the suppress statement function.
- C. Create multiple statement templates use groups.
- D. Use conditional text sections in the statement editor.

Answer: D

NEW QUESTION # 46

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 # 47

How can the compRating field be used to enhance the compensation worksheet? Note: There are 2 correct answers to this question.

- A. It allows ratings to be entered directly on the planning worksheet for those employees who do NOT have a performance form.
- B. It allows for performance form rating overrides.
- C. It allows for performance ratings to use a different rating scale.
- D. It allows a second rating field for guidelines.

Answer: A,C

NEW QUESTION # 48

What triggers can be used to force a planner to add comments without using custom validations? Note: There are 2 correct answers to this question.

- A. Any time an employee is given a raise, stock, or options.
- B. An employee is NOT given a raise, stock, or options at all.
- C. When an employee's final salary is below range penetration minimum.
- D. When an employee's raise exceeds the range penetration maximum.

Answer: A,B

Explanation:
In SAP SuccessFactors Compensation, comments can be required to provide context or justification for certain compensation decisions, without the need for custom validations.
* Force Comments Based on Actions Taken or Not Taken
* Option A: When an employee is awarded a raise, stock, or options, SuccessFactors can be configured to prompt a mandatory comment. This is managed through standard settings without custom validation.
* Option C: Conversely, if an employee does not receive a raise, stock, or options, a forced comment rule can ensure planners justify this decision.
* Why Other Options Are Incorrect
* Options B and D are not standard triggers for forced comments in SAP SuccessFactors Compensation. These types of validations would typically require custom validation logic.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Standard Comment Rules and Force Comment Settings.

NEW QUESTION # 49

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As far as the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) exam questions are concerned, these SAP C_THR86_2505 exam questions are designed and verified by the experience and qualified C_THR86_2505 exam trainers. They work together and strive hard to maintain the top standard of C_THR86_2505 Exam Practice questions all the time. So you rest assured that with the Lead1Pass SAP C_THR86_2505 exam questions you will ace your C_THR86_2505 exam preparation and feel confident to solve all questions in the final SAP C_THR86_2505 exam.

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