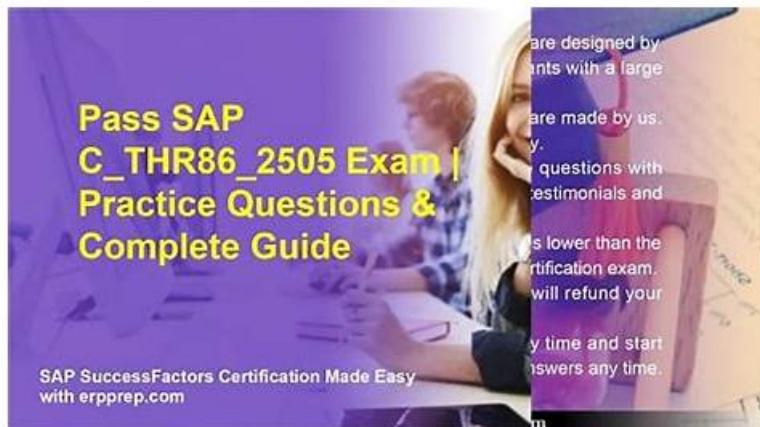# New C-THR86-2505 Practice Questions & Exam C-THR86-2505 Study Guide

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Every applicant goal is to find success in the SAP C-THR86-2505 exam for the very first time. Candidates make an effort to study for the SAP C-THR86-2505 test and are looking for a platform that ensures they will pass the C-THR86-2505 Exam on the first attempt. Candidates have fear of money and time loss because of using invalid SAP C-THR86-2505 practice test material.

SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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.
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.
Topic 5	• 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 6	• 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 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q78-Q83):

NEW QUESTION # 78
A customer is using the following number format: ###0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: A

NEW QUESTION # 79
Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.
How can this requirement be met through configuration?

- A. Create a lookup table that contains the different dates that uses country as an input.
  * Create a custom date column that reads from the lookup table based on employee country.
  * Map the column ID of the custom date column to the "start-date" of the pay component in the XML.
- B. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
  * Use the Publish Selected Employees in Employee Central to publish the data for this country.
  * Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- C. Create a lookup table that contains the different dates that uses country as an input.
  * Map the lookup table name to the "start-date" of the pay component in the XML.
- D. Enter the effective date for the largest country in the Employee Central Settings screen.
  * Publish the results of the planning for all countries.
  * Manually modify the effective dates of the resulting EC data for the smaller countries.

Answer: A

NEW QUESTION # 80
You configure the following salary rule in the compensation plan template:
How does the system behave?

- A. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
  *The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- B. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
  *The planner can save the merit recommendation.
- C. The rule prevents the planner from saving the merit increase.
  *The planner must go back change their merit recommendation.
- D. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
  *The planner can save the merit recommendation by selecting Cancel in the pop-up message.

Answer: D

NEW QUESTION # 81

Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Enable a hard limit stop for the merit guideline in Admin Center.
  * Set the maximum value to 0.10 for all guideline formulas.
- B. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
  * Define each guideline formula with a default value of 10.
- C. Set the guideline pattern to be low-high.
  * Set the high value for all guidelines to be 10.
- D. Enable a hard limit stop for the merit guideline in Admin Center.
  * Set the maximum value to 10 for all guideline formulas.

Answer: D

NEW QUESTION # 82

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.
How can this requirement be met through configuration?

- A. Enter the effective date for the largest country in the Employee Central Settings screen.
  *Publish the results of the planning for all countries.
  *Manually modify the effective dates of the resulting EC data for the smaller countries.
- B. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
  *Use the Publish Selected Employees in Employee Central to publish the data for this country.
  *Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- C. Create a lookup table that contains the different dates that uses country as an input.
  *Create a custom date column that reads from the lookup table based on employee country.
  *Map the column ID of the custom date column to the "start-date" of the pay component in the XML.
- D. Create a lookup table that contains the different dates that uses country as an input.
  *Map the lookup table name to the "start-date" of the pay component in the XML.

Answer: C

Explanation:
To meet the requirement of publishing different effective dates for each country in an SAP SuccessFactors Compensation worksheet:
* First, create a lookup table that specifies the effective date for each country.
* Then, set up a custom date column in the compensation template that retrieves the effective date from this lookup table based on the employee's country.
References: SAP SuccessFactors Compensation Integration with Employee Central Guide - Lookup Tables and Effective Date Configuration.

NEW QUESTION # 83

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