

Valid SAP C_THR86_2505 Exam Question | C_THR86_2505 Latest Dumps Ebook



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The SAP C_THR86_2505 Certification is a valuable certificate that is designed to advance the professional career. With the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) certification exam seasonal professionals and beginners get an opportunity to demonstrate their expertise. The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation certification exam recognizes successful candidates in the market and provides solid proof of their expertise.

SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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.
Topic 4	<ul style="list-style-type: none">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 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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 (Q53-Q58):

NEW QUESTION # 53

Which of the following tasks require that worksheets are moved to Complete before they can be performed?

Note: There are 2 correct answers to this question.

- A. Generating Compensation Statements
- B. Compensation Plan Activity Audit
- C. Publishing Compensation Results in Employee Central
- D. Exporting data from Executive Review

Answer: A,C

NEW QUESTION # 54

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

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

Answer: C

Explanation:

The recommended workflow for compensation templates ensures structured review and approval, following best practices to ensure accuracy and compliance in compensation decisions.

* Recommended Workflow Stages

* Process Setup: The Compensation Admin configures the process.

* Manager Planning: Line managers make initial compensation recommendations.

* Next Level Manager Review: Next-level managers review and adjust recommendations as necessary.

* Final Review: HR or Compensation Admin conducts a final review to ensure compliance and data accuracy.

* Complete: The process is finalized and completed.

* Why Other Options Are Incorrect

* Options B, C, and D omit the Final Review or include additional manager levels not typically required, making them less aligned with the standard leading practice.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Compensation Cycle Workflow and Template Setup.

NEW QUESTION # 55

Which of the following updates require worksheets to be relaunched? Note: There are 2 correct answers to this question.

- A. Update lookup table contents.
- B. Update a formula in a custom column.
- C. Modify the route map.
- D. Revise field-based permissions.

Answer: A,D

NEW QUESTION # 56

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

Answer: D

Explanation:

When Salary Proration is used with a proration percentage (50% in this case) rather than dates, it affects both the guideline range and the total increase.

* Proration Impact on Guideline Range and Total Increase

* Guideline Adjustment: Since the proration is set to 50%, the guideline range (normally 4-6%) is adjusted by 50%, resulting in a prorated guideline of 2-3%.

* Total Increase Calculation: When the planner enters a \$1,000 merit increase, the proration factor is applied, resulting in a final increase of \$500 (50% of \$1,000).

* Why Other Options Are Incorrect

* Options A and B show the original guideline (4-6%), which does not reflect the proration adjustment.

* Option D incorrectly calculates the total increase without applying the 50% proration.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Salary Proration and Merit Guidelines.

NEW QUESTION # 57

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus.

What is the correct syntax to calculate the adjustment budget?

- A. toNumber(lookup("2018_BudgetPool", custom Country.customStatus,2))"curSalary
- B. toNumber(lookup("2018_BudgetPool,custom Country, customStatus, Adjustment))*curSalary
- C. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,1))"curSalary
- D. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,adjustment))"curSalary

Answer: C

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