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SAP C-THR86-2505 Prüfungsplan:

Thema	Einzelheiten
Thema 1	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.
Thema 2	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.
Thema 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.
Thema 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.

Thema 5	• 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.
Thema 6	• 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.
Thema 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.
Thema 8	• 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.

>> C-THR86-2505 Zertifizierungsprüfung <<

C-THR86-2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Dumps & PassGuide C-THR86-2505 Examen

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation C-THR86-2505 Prüfungsfragen mit Lösungen (Q47-Q52):

47. Frage

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

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

Antwort: B,C

48. Frage

Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.

How do you build the eligibility rule to make this happen?

- A. Check the Hire Date field to see if the employee started at least 2 years ago.
- B. Check if the Event Reason is New Hire the effective date is 2 years ago.
- C. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.
- D. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.

Antwort: A

Begründung:

To configure eligibility based on tenure, you can use the Hire Date field in SAP SuccessFactors to determine how long an employee has been with the company.

* Option B: "Check the Hire Date field to see if the employee started at least 2 years ago."

* By configuring an eligibility rule that references the Hire Date, you can set criteria to check if the employee's start date is at least

two years before the form's effective date. This ensures only employees with over two years of tenure are eligible for the Lump Sum.
: SAP SuccessFactors Compensation Admin Guide > Eligibility Rules Engine > Creating Rules Based on Hire Date.

Explanation for Incorrect Options:

Option A uses the Job Information effective date, which reflects the current position start date rather than total tenure.

Option C relies on help text and does not restrict eligibility based on tenure.

Option D is not applicable as it does not calculate tenure based on hire date but rather on an event reason, which may not always indicate the start of employment.

49. Frage

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Remove access to Employee Profile during compensation planning.
- **B. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.**
- C. Disable access to all statements, including the prior years' statements.
- D. Use Role-Based Permissions to control access to only display previous years' statements.

Antwort: B

50. Frage

You configure the following salary rule in the compensation plan template:

How does the system behave?

- A. The rule prevents the planner from saving the merit increase.
* The planner must go back change their merit recommendation.
- **B. 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.**
- C. 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.
- D. 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.

Antwort: B

51. Frage

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

Antwort: A

52. Frage

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