

C-THR86-2505 Valid Study Plan, Pdf C-THR86-2505 Pass Leader



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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<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 3	<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 4	<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 5	<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 6	<ul style="list-style-type: none"> • 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 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.
Topic 8	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q21-Q26):

NEW QUESTION # 21

What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. In-progress forms are NOT affected.
- B. In-progress forms are only affected when Update All Worksheets is run.
- C. Only completed forms are affected.
- **D. Change is dynamic to in-progress forms.**

Answer: D

NEW QUESTION # 22

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- **C. SAP Business Accelerator Hub**

Answer: C

NEW QUESTION # 23

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

Answer: B

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 C 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 # 24

Your EC-integrated template has an Effective Date of April 1 under Worksheet Settings. Your eligibility rule states that only grade 1 employees are eligible for compensation. On March 1 an employee is grade 1, but on April 15 they are promoted to grade 2. On April 16 you run Update all worksheets with the checkbox "Update worksheet to reflect any employee's eligibility changes" selected. What happens on the worksheet for this employee?

- A. The employee remains eligible for planning with no changes.
- B. The employee remains on the worksheet but becomes grayed out.
- C. The employee remains on the worksheet but their planning fields reset to default values.
- D. The employee is removed from the worksheet.

Answer: A

NEW QUESTION # 25

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. OData
- B. SOAP
- C. RFC
- D. IDoc

Answer: A,B

NEW QUESTION # 26

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