

Quiz 2026 SAP C-THR86-2505: Authoritative SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Mock Exams



SAP CERTIFICATION

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q69-Q74):

NEW QUESTION # 69

Your customer uses SAP SuccessFactors Employee Central has the following setup:

*Pay Component (id = "SALARY")

*Pay Component (id = "CARALLOWANCE")

*Pay Component (id = "HOUSEALLOWANCE")

*Pay Component Group (id = "TC") made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.

The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- A. Map TC to the standard Current Salary field.
*Use the Merit column for the TC update.
*Use the finSalary field some custom columns to calculate the components publish those back to EC.
- B. Map SALARY to the standard Current Salary field TC to meritTarget.
*Use merit to update the TC use custom fields to allow planners to update the allowances.
*Publish each component back separately.
- C. Map TC to the standard Current Salary field.
*Use the Merit column for the TC update.
*Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- D. Map TC to the standard Current Salary field.
*Use the Merit column for the TC update.
*Extract the new TC with a report manually create import files to update EC.

Answer: C

Explanation:

When a customer uses SAP SuccessFactors Employee Central with specific pay components and a Pay Component Group (PCG) designated for total cash (TC), integration configurations can help manage the pay components based on the planner's adjustments in the compensation module. Here's how the setup can be achieved to maximize integration and minimize manual updates:

* Option B: "Map TC to the standard Current Salary field. Use the Merit column for the TC update.

Publish the finSalary value back to the pay component group in EC and have business rules split the sum into the components."

* By mapping the total cash (TC) to the Current Salary field and using the Merit column for any updates, planners can adjust TC directly. The finSalary field can be configured to reflect the adjusted TC, which can then be published back to Employee Central. Business rules in Employee Central will then split the updated TC value among the components (SALARY, CARALLOWANCE, HOUSEALLOWANCE) based on predefined rules, ensuring that allowances remain consistent with the employee's grade.

: SAP SuccessFactors Compensation and EC Integration Guide > Configuring Pay Component Groups > Publishing Total Compensation Components.

Explanation for Incorrect Options:

Option A involves extra custom columns and manual calculations, which increases complexity.

Option C suggests a manual import process, which is labor-intensive and contrary to integration best practices.

Option D proposes a setup where SALARY is mapped to Current Salary and TC to meritTarget, which complicates the TC update process and is less optimal for integrated workflows.

NEW QUESTION # 70

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Establish regular housekeeping tasks procedures.
- C. Establish an organizational structure, technical foundation, transformation methodology for clean core.
- D. Establish release management.
- E. Define roles responsibilities as part of a process transformation office.

Answer: C,D,E

NEW QUESTION # 71

In an EC-integrated compensation worksheet, what are some of the reasons you might include a lookup table in your configuration?

Note: There are 3 correct answers to this question.

- A. Determining appropriate car allowance by grade
- B. Converting a code into its text equivalent for display
- C. Holding previous year's salary by Employee ID
- D. Converting money values from functional to local currency
- E. Providing budget percentage by country

Answer: A,C,E

NEW QUESTION # 72

When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When a performance rating is updated
- B. When there has been a change to an eligibility rule
- C. When an administrator changes the layout of the compensation plan template to add a new column
- D. When an administrator makes a change to Field Based Permissions
- E. When there has been an update to a lookup table

Answer: A,B,E

NEW QUESTION # 73

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.

Answer: B

NEW QUESTION # 74

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