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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">• 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	<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.

C_THR86_2505 Exam Success - C_THR86_2505 Test Book

For the candidates, getting access to the latest SAP C_THR86_2505 practice test material takes a lot of work. The study materials for the C_THR86_2505 test preparation are spread throughout a number of websites and the majority of them aren't updated. However, the applicants only have a short time to prepare for the SAP C_THR86_2505 Exam. They want a platform that offers the latest and real C_THR86_2505 exam questions so they can get prepared within a few days.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q75-Q80):

NEW QUESTION # 75

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- B. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- C. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- **D. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.**

Answer: D

NEW QUESTION # 76

Your customer has two pay components, with IDS SALARY_US SALARY_UK, that are used for employees' base salary in their respective countries. They want to plan for all employees on a single worksheet using the employees' periodic salary, NOT the annual value.

What is the best way to accomplish this?

- A. Create two custom columns map each to the pay components. Use a third custom column to display whichever is non-zero.
- B. Create a pay component group that includes both pay components use that for the planning.
- C. Create two different templates use eligibility rules to ensure employees appear on the correct one.
- **D. Ensure the Used for Comp Planning flag of the pay components is set to Comp do NOT map to a specific pay component ID in the worksheet.**

Answer: D

NEW QUESTION # 77

What action is required to enable Employee Central integration for a template?

- **A. Provide an effective date**
- B. Enable field-based permissions.
- C. Reload guidelines.
- D. Update pay guide format.

Answer: A

Explanation:

In SAP SuccessFactors Compensation, enabling integration with Employee Central requires specifying an effective date. This date is essential because Employee Central (EC) integration pulls data that is time- dependent, such as employee job information, pay

components, and other relevant details.

* Providing an Effective Date for Integration

* Effective Date: Setting an effective date in the compensation template is necessary to synchronize data accurately from Employee Central. The system uses this date to retrieve the correct employee data as of that specific point in time.

* Why Other Options Are Incorrect

* Option A (field-based permissions) relates to access control but is not specifically required for enabling EC integration.

* Option B (reload guidelines) is used when updating or reloading guideline data but does not affect EC integration.

* Option C (update pay guide format) is unrelated to Employee Central integration.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Employee Central Integration Setup and Effective Date Configuration.

NEW QUESTION # 78

At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched the performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire. All new hires are assigned a rating of "Good".

How will these ratings appear on the Salary worksheet?

- A. N/A
- B. Too new to rate
- C. Unrated
- D. Good

Answer: C

NEW QUESTION # 79

A customer is using the Standard Manager hierarchy would like the following approval process:

1. Planning Manager
 2. Next Level Manager
 3. Reward Team member who launched the forms
- How will you set this up in the Route Map?

- A. Employee Manager - Originator
- B. Employee Manager - User
- C. Manager - Manager's Manager - Originator
- D. Manager - Manager's Manager - User

Answer: A

NEW QUESTION # 80

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