

# 2026 Pass-Sure SAP C\_THR86\_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Latest Exam Vce



SAP CERTIFICATION

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## SAP C\_THR86\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q31-Q36):

#### NEW QUESTION # 31

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.

How can you accomplish this?

- A. Use the suppress statement function.
- B. Use conditional text sections in the statement editor.
- C. Create multiple statement templates use groups.
- D. Use two compensation worksheet templates.

**Answer: B**

Explanation:

In SAP SuccessFactors Compensation, you can use conditional text sections to display different content based on performance ratings or other criteria.

\* Using Conditional Text Sections

\* Option C: Conditional text sections allow the statement editor to show specific text for employees based on defined conditions, such as performance ratings. This way, employees with low ratings can see one version of text, while those with high ratings see another.

\* Why Other Options Are Incorrect

\* Option A (multiple templates) is more complex and unnecessary when conditional text is sufficient.

\* Option B (two worksheet templates) adds administrative complexity.

\* Option D (suppress statement function) is used to hide statements, not to vary the content based on conditions.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Statement Editor and Conditional Text Setup.

#### NEW QUESTION # 32

Your customer has the following requirements for their compensation plan:

1. Allow planners to make recommendations outside of the high/low values.
2. Display only the max min values in the compensation worksheet.

Which guideline rule settings must you set to fulfill these requirements?

- A. In Display Settings use min-max  
\*Hard Limit: No  
\*High/Low Action: Allow

- B. In Display Settings use min-max  
\*Hard Limit: No  
\*High/Low Action: Warn
- C. In Display Settings use low-high  
\*Hard Limit: Yes  
\*High/Low Action: Allow
- D. In Display Settings use min-max  
\*Hard Limit: Yes  
\*High/Low Action: Allow

**Answer: A**

Explanation:

To allow planners to make recommendations outside of the high/low values but only display max and min values on the worksheet:

\* Option A: "In Display Settings use min-max, Hard Limit: No, High/Low Action: Allow"

\* Min-max display shows only the minimum and maximum guideline values. Setting Hard Limit to "No" allows planners to make recommendations outside these values, and High/Low Action:

Allow enables the flexibility needed by the client.

: SAP SuccessFactors Compensation Guide > Guideline Management > Setting High/Low and Hard Limit Options.

Explanation for Incorrect Options:

Options B, C, and D include settings that would restrict planner flexibility or incorrectly display guideline ranges.

### NEW QUESTION # 33

Your customer has implemented SAP SuccessFactors Employee Central (EC) now wishes to implement a single global compensation template. However, only part of the organization is in Employee Central. Some countries are still using SAP ERP, but there are plans to move to SAP SuccessFactors Employee Central over the next two years. The customer wants to use the Compensation module to plan for all employees, regardless of where their employee data sits.

What is the recommended approach to this scenario?

- A. Create a single non-integrated template, export the EC employees, import them via UDF.
- **B. Create a single EC-integrated template use the Hybrid Template option.**
- C. Suggest a phased approach where the non-EC employees become part of the process later as they migrate.
- D. Create two templates - one with EC integration one without.

**Answer: B**

### NEW QUESTION # 34

A customer is using the following number format: ###0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- A. 0
- B. 1
- **C. 2**
- D. 3

**Answer: C**

### NEW QUESTION # 35

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

**Answer: A,C**

