Newest C-THR86-2505 - Real SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Exam

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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q60-Q65):

NEW QUESTION # 60
Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.
How can this requirement be met through configuration?

- A. Enter the effective date for the largest country in the Employee Central Settings screen.
  * Publish the results of the planning for all countries.
  * Manually modify the effective dates of the resulting EC data for the smaller countries.
- B. Create a lookup table that contains the different dates that uses country as an input.
  * Map the lookup table name to the "start-date" of the pay component in the XML.
- C. Create a lookup table that contains the different dates that uses country as an input.
  * Create a custom date column that reads from the lookup table based on employee country.
  * Map the column ID of the custom date column to the "start-date" of the pay component in the XML.
- D. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
  * Use the Publish Selected Employees in Employee Central to publish the data for this country.
  * Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.

Answer: C

NEW QUESTION # 61
What happens to compensation forms when the currency conversion table is updated during the planning period?

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

Answer: D

NEW QUESTION # 62
Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev, test, production tenants.

- B. Customers can grant access to the dashboard to partners.
- C. It can be accessed by using SAP For Me.
- D. It can be used in all SAP S/4HANA Cloud editions.

Answer: B,C

NEW QUESTION # 63

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Change the rating scale in Performance Management.
- B. Create a custom column referencing a lookup table to pull in the text.
- C. Update the field-based permissions for the PM Rating field.
- D. Add help text to the PM Rating field.

Answer: C

NEW QUESTION # 64

Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase.
What is the best way to accomplish this?

- A. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- B. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- C. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.
- D. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "no-raise."

Answer: D

Explanation:
When planners need to provide a reason for not awarding a merit increase, this can be enforced through standard validation rules.
* Setting a Force Comment Rule with "No-Raise" Mode
* In SuccessFactors Compensation, under the Define Standard Validation Rules section, you can set a Force Comment Rule with the mode set to "no-raise." This triggers a required comment whenever a planner decides not to give a merit increase.
* This is a straightforward way to enforce explanations for no-raise situations, leveraging standard settings.
* Why Other Options Are Incorrect
* Option B is incorrect because custom validation formulas are not necessary for this type of forced comment.
* Option C (comp-force-comment-config tag with mode "guideline") is unrelated to no-raise situations.
* Option D (setting mode to "raise") is incorrect as this would trigger comments for raises, not for when no raise is given.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Force Comment Rules.

NEW QUESTION # 65

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