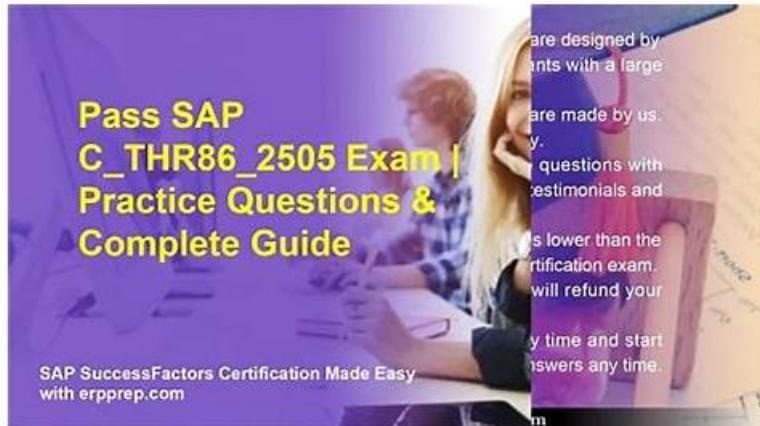# Using SAP C_THR86_2505 Dumps, Improve Your Exam Skills

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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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	• 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 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.
Topic 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q24-Q29):

NEW QUESTION # 24
Your client wants to display a paragraph in the body of the Compensation Statement that is displayed only to employees who are on a Performance Improvement Plan (PIP). An employee is on a PIP if they have a rating of 1 or 2. The standard Rating column is available on the worksheet.
However, the client does not want the rating itself to ever be displayed on the Statement. How can you satisfy this requirement?

- A. Add a paragraph to the body of the Statement that states that the section applies only to those who are on a Performance Improvement Plan those employees who are not may ignore the paragraph.
- B. Include a Conditional Text Section on the statement using the rating field as a condition because all columns on the worksheet are available for conditional logic.
  * Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- C. Include the rating on the statement in the right section.
  * Include a Conditional Text Section on the statement using the rating field as a condition.
  * Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- D. Include the rating on the statement in the right section.
  * Include a Conditional Text Section on the statement using the rating field as a condition.
  * Ensure the rating field is hidden on the statement by setting an impossible display condition.

Answer: B

NEW QUESTION # 25
What is the recommended leading practice workflow for a compensation template?

- A. Process Setup → Manager Planning → Next Level Manager Review → Final Review → Complete
- B. Process Setup Manager Planning → Next Level Manager Review → Third Level Manager Review → Complete
- C. Manager Planning → Next Level Manager Review → Compensation Admin Review → HR Manager Planning → Complete
- D. Manager Planning → Next Level Manager Review → HR Manager Planning → Complete

Answer: A

NEW QUESTION # 26
What happens to compensation forms when the currency conversion table is updated during the planning period?

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

Answer: B

NEW QUESTION # 27

Which statements accurately describe Rollup Reports? Note: There are 3 correct answers to this question.

- A. The Standard, Compensation, Rollup Hierarchies are all supported.
- B. Enabling the Rollup Report for End-Users requires a specific tag in the XML.
- C. Custom Columns with the "Show Totals" attribute selected are shown.
- D. The Rollup Report provides a summary of compensation entries budget information.
- E. The Rollup Report is based on the current hierarchy not that at form creation.

Answer: B,D,E

NEW QUESTION # 28
Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.
- B. The user needs the Executive Review - Import permission.
- C. The user needs the Executive Review - Export permission.
- D. The user needs the Executive Review - Mass Action permission.
- E. The user needs the Executive Review - Edit permission.

Answer: B,C,E

Explanation:
To use the Executive Review Offline Edit feature in SAP SuccessFactors Compensation, certain permissions are required for downloading data, making bulk changes offline, and re-uploading those changes.
* Executive Review - Export Permission
* Option A: This permission allows users to export the compensation data from the Executive Review page to a downloadable format (such as Excel). This is essential for performing offline edits.
* Executive Review - Import Permission
* Option B: This permission enables users to import or re-upload the edited data back into the system after making bulk changes offline. It's critical to ensure these changes are successfully integrated into the worksheet.
* Executive Review - Edit Permission
* Option D: This permission allows users to edit entries within the Executive Review interface. It is necessary for making adjustments to compensation data.
* Why Other Options Are Incorrect
* Option C (Executive Review - Mass Action permission) is unrelated to offline editing; it pertains to actions like applying mass updates within the online Executive Review.
* Option E (Ad Hoc Reports for the Compensation Planning domain) is for reporting rather than permissions directly related to offline editing capabilities.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Executive Review Permissions and Offline Edit Requirement

NEW QUESTION # 29
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