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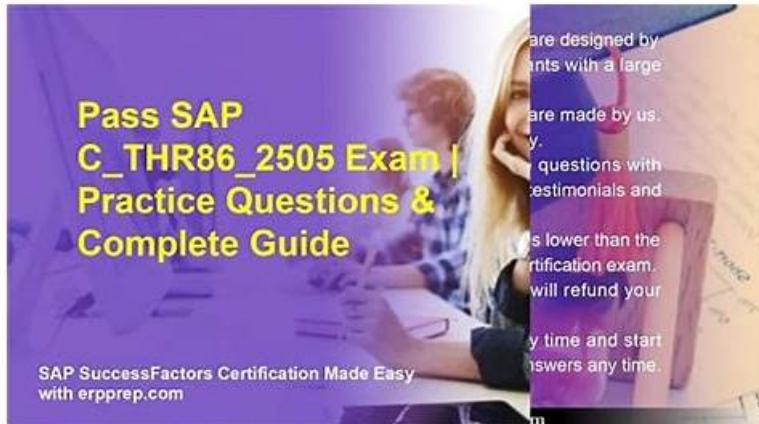

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Our C_THR86_2505 study questions in every year are summarized based on the test purpose, every answer is a template, there are subjective and objective C_THR86_2505 exams of two parts, we have in the corresponding modules for different topic of deliberate practice. To this end, our C_THR86_2505 training materials in the qualification exam summarize some problem- solving skills, and induce some generic templates. The user can scout for answer and scout for score based on the answer templates we provide, so the universal template can save a lot of precious time for the user to study and pass the C_THR86_2505 Exam.

SAP C_THR86_2505 Exam Syllabus Topics:

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

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

NEW QUESTION # 31
You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.
An employee in the US has a rating of 3. What will be their default merit increase?

- A. 1%
- B. 2%
- C. 0%
- D. 4%

Answer: B

NEW QUESTION # 32
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 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.
- C. 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.
- 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 from employees on the worksheet with Field-Based Permissions.

Answer: C

Explanation:
To meet the requirement of displaying a paragraph only for employees on a Performance Improvement Plan (PIP) without showing the rating, the use of conditional text combined with field-based permissions is the best approach.
* Conditional Text Section and Field-Based Permissions
* Option D: A conditional text section allows you to set conditions (such as rating equals 1 or 2) to display specific content only for certain employees. Using field-based permissions to hide the rating ensures it is not displayed on the worksheet or statement.
* Why Other Options Are Incorrect
* Options A and B involve including the rating in the statement, which the client does not want.
* Option C (adding a paragraph for all employees with a note) does not selectively display the content based on PIP status.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Conditional Text Sections and Field-Based Permissions.

NEW QUESTION # 33
Which information is included in the rollup report? Note: There are 2 correct answers to this question.

- A. The sum of budget total spend for each planner in the hierarchy
- B. The average bonus payout amount
- C. The sum of budget total spend for each division, department, or location

- D. The detail of planning decisions for each employee in the hierarchy

Answer: A,D

NEW QUESTION # 34
Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Compensation Management Permissions
- B. Executive Review Export Permissions
- C. Executive Review Edit Permissions
- D. Report Permissions

Answer: C

Explanation:
In SAP SuccessFactors Compensation, granting the appropriate permissions to HR Business Partners (HRBPs) is crucial to supporting the salary review process effectively while maintaining data security and integrity. The following permissions are typically managed with caution:
* Executive Review Edit Permissions (Option C):
* It is not recommended to grant all HRBPs "Executive Review Edit Permissions" as this allows for extensive changes across compensation plans, which may be inappropriate for all HRBP roles. This permission should generally be reserved for high-level administrators or managers who need to make adjustments at the executive review level.
Other Permissions:
* Executive Review Export Permissions (Option A) and Report Permissions (Option B) are commonly provided to HRBPs for data analysis.
* Compensation Management Permissions (Option D) is often necessary for HRBPs to carry out their roles effectively, enabling them to manage employee compensation-related tasks.
:
SAP SuccessFactors Role-Based Permissions Guide and Compensation Administration documentation, under sections detailing "Executive Review Permissions" and recommended access settings for HRBPs.

NEW QUESTION # 35
You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.
In the user record of the CEO, what values would you use for the MANAGER SECOND_MANAGER columns?

- A. MANAGER: NO_MANAGER
  * SECOND_MANAGER: NO_MANAGER
- B. MANAGER: blank
  * SECOND MANAGER: blank
- C. MANAGER: blank
  * SECOND MANAGER: NO_MANAGER
- D. MANAGER: NO_MANAGER
  * SECOND MANAGER: blank

Answer: A

NEW QUESTION # 36
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