New C_THR86_2505 Exam Name - Valid Dumps C_THR86_2505 Questions

What's more, part of that ExamDiscuss C_THR86_2505 dumps now are free: https://drive.google.com/open?id=1F9VsR4piLBWReablIC6IpUOOYqfb9s-J

Just install the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) PDF dumps file on your desktop computer, laptop, tab, or even on your smartphone and start SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) exam preparation anytime and anywhere. Whereas the other two SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) exam questions formats are concerned both are the easy-to-use and compatible Mock C_THR86_2505 Exam that will give you a real-time environment for quick SAP Exams preparation. Now choose the right SAP C_THR86_2505 exam questions format and start this career advancement journey.

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	• 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 4	• 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 5	• 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 6	• 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.

Quiz High Pass-Rate C_THR86_2505 - New SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Exam Name

The SAP C_THR86_2505 web-based practice test software is very user-friendly and simple to use. It is accessible on all browsers (Chrome, Firefox, MS Edge, Safari, Opera, etc). It will save your progress and give a report of your mistakes which will surely be beneficial for your overall exam preparation.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q41-Q46):

NEW QUESTION # 41
Which of the following customer scenarios is a good use of the Suppress Statement function? Note: There are 2 correct answers to this question.

- A. Employees who were hired after a certain date do NOT get a statement.
- B. Employees in one country get a statement at a different time from those in other countries.
- C. Employees who are on a performance improvement plan get a different statement from those who are not.
- D. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.

Answer: A,D

Explanation:
The Suppress Statement function in SAP SuccessFactors Compensation is used to selectively prevent statement generation for specific employee groups based on predefined criteria.
* Option A: "Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement."
* This scenario is a suitable use of the Suppress Statement function. Only employees who receive RSU (Restricted Stock Units) grants will have a statement generated, while those without RSUs will not. This selective suppression prevents irrelevant statements from being issued.
: SAP SuccessFactors Compensation Guide > Statement Management > Suppressing Statements Based on Eligibility Criteria.
Option B: "Employees who were hired after a certain date do NOT get a statement." Employees hired after a specific date, often set as a cutoff for eligibility in a compensation cycle, can be excluded from statement generation using the Suppress Statement function. This prevents issuing statements to employees who were not part of the compensation cycle or plan.
Reference: SAP SuccessFactors Compensation Guide > Statement Management > Using Suppress Statement Function for Hire Date Criteria.
Explanation for Incorrect Options:
Option C (Employees in one country get a statement at a different time) does not directly relate to suppression; it is better managed by scheduling or workflow controls.
Option D (Employees on a performance improvement plan receive a different statement) would be handled by creating a separate template rather than using the Suppress Statement function.

NEW QUESTION # 42

Which of the following fields can be used to group budgets? Note: There are 2 correct answers to this question.

- A. Performance Rating (pmRating)
- B. Pay Grade (payGrade)
- C. Currency Code (localCurrencyCode)
- D. Any custom, reportable, read-only String field

Answer: C,D

NEW QUESTION # 43
Your client uses a Salary Pay Matrix table for Pay Ranges. What are some Leading Practices Considerations around the maintenance use of these tables? Note: There are 2 correct answers to this question.

- A. Do not update salary range tables that were referenced in forms that have been launched for a prior cycle.
- B. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.
- C. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.
- D. Salary range tables should always be provided in the client's Functional Currency.

Answer: A,C

NEW QUESTION # 44
Your client wants to restrict entry into the Lump Sum field to only members of the reward team. How can you achieve this?

- A. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.
- B. Set the Lump Sum field to read-only to prevent planners from using it.
- C. Use mass actions through the Executive Review.
- D. Use field-based permissions on the Lump Sum field a permission group of named individuals.

Answer: D

Explanation:
Field-based permissions allow specific control over who can view or edit fields in the compensation worksheet.
* Restricting Access to Lump Sum Field with Field-Based Permissions
* Option C: In SAP SuccessFactors Compensation, you can configure field-based permissions so only selected users (e.g., members of the reward team) can access and edit the Lump Sum field.
* This approach uses a permission group to grant edit permissions only to specific individuals, ensuring that only authorized personnel can make entries in the Lump Sum field.
* Why Other Options Are Incorrect
* Option A (mass actions via Executive Review) does not restrict individual access to fields.
* Option B (setting guidelines to zero) does not provide role-based access restriction and may cause confusion in the compensation planning process.
* Option D (setting the field to read-only) would prevent all planners from editing, not just those outside the reward team.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Field-Based Permissions and Permission Groups.

NEW QUESTION # 45
For which customer requirement do you need to develop a custom statement?

- A. Different statements per employee group
- B. Pie graph showing compensation element distribution
- C. Mix of data from compensation variable pay
- D. Field visibility is conditional on amount

Answer: B

NEW QUESTION # 46

......

It is common in modern society that many people who are more knowledgeable and capable than others finally lost some good opportunities for development because they didn't obtain the C_THR86_2505 certification. The prerequisite for obtaining the C_THR86_2505 Certification is to pass the exam, but not everyone has the ability to pass it at one time. But our C_THR86_2505 exam questions will help you pass the exam by just one go for we have the pass rate high as 98% to 100%.

Valid Dumps C_THR86_2505 Questions: https://www.examdiscuss.com/SAP/exam/C_THR86_2505/

BTW, DOWNLOAD part of ExamDiscuss C_THR86_2505 dumps from Cloud Storage: https://drive.google.com/open?id=1F9VsR4piLBWReablIC6IpUOOYqfb9s-J