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SAP CERTIFICATION

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The PrepAwayETE is a reliable platform that is committed to making your preparation for the SAP C-THR86-2505 examination easier and more effective. To meet this objective, the PrepAwayETE is offering updated and real SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation C-THR86-2505 exam dumps. These SAP C-THR86-2505 Exam Questions are approved by experts. They work together and analyze the examination content to compile most probable C-THR86-2505 real dumps in three formats. These SAP Exams questions will surely appear in the next SAP C-THR86-2505 test.

SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 4	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q52-Q57):

NEW QUESTION # 52

You configure the following salary rule in the compensation plan template:
How does the system behave?

- A. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
* The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- B. The rule prevents the planner from saving the merit increase.
* The planner must go back change their merit recommendation.
- C. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
* The planner can save the merit recommendation.
- **D. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.**
* **The planner can save the merit recommendation by selecting Cancel in the pop-up message.**

Answer: D

NEW QUESTION # 53

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

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

Answer: D

NEW QUESTION # 54

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus. What is the correct syntax to calculate the adjustment budget?

- A. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,1))"curSalary
- B. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,2))"curSalary
- C. toNumber(lookup("2018_BudgetPool,custom Country, customStatus, Adjustment))*curSalary
- D. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,adjustment))"curSalary

Answer: A

NEW QUESTION # 55

What can be configured under Define Standard Validation Rules? Note: There are 2 correct answers to this question.

- A. Disallow save when budget is exceeded.
- B. Update guideline hard limit.
- C. Force comment when recommendation is outside guidelines.
- D. Split to Lump Sum when exceeding salary range.

Answer: C,D

NEW QUESTION # 56

Your customer is going through a divestiture would like to extract all of the historical data from compensation planning for the divested entity prior to purging the data from SAP SuccessFactors. How can you capture the compensation data from your compensation plans? Note: There are 2 correct answers to this question.

- A. Export from Executive Review.
- B. Run an Ad Hoc report.
- C. Export from the employee history file.
- D. Run the Rollup report.


Answer: A,B

NEW QUESTION # 57

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