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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<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 3	<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 4	<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.
Topic 5	<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 6	<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 7	<ul style="list-style-type: none"> • 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 8	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q34-Q39):

NEW QUESTION # 34

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: NO_MANAGER
* SECOND_MANAGER: blank
- C. MANAGER: blank
* SECOND_MANAGER: NO_MANAGER
- D. MANAGER: blank
* SECOND_MANAGER: blank

Answer: A

NEW QUESTION # 35

A customer would like percentage fields to only show decimal places if they are available. For example, 40.00% should display as 40%, but if the Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- **A. defPercentFormat ###0##**
- B. defPercentFormat #####.#####
- C. defPercentFormat #,###0.00
- D. defAmountFormat #,###0##

Answer: A

NEW QUESTION # 36

Your customer has part-time full-time employees. You notice that for part-time employees, their compa-ratio in EC is different than in Compensation. What do you configure in the system to have it calculate the correct compa-ratio take into account the FTE?

- A. Add values in the EC Pay Range object to align with each FTE.
- B. Create a custom Amount column to store FTE rather than using the standard FTE column.
- C. Set the XML attribute isActualSalaryImported to True in the compensation plan template ensure standard FTE field is used.
- **D. Set the XML attribute isActualSalary Imported to False in the compensation plan template ensure standard FTE field is used.**

Answer: D

NEW QUESTION # 37

Which actions are controlled by role-based permissions? Note: There are 2 correct answers to this question.

- A. Editing columns on a worksheet
- **B. Making changes through Executive Review**
- C. Opening compensation worksheets
- **D. Updating a Compensation Statement**

Answer: B,D

NEW QUESTION # 38

Which of the following updates require worksheets to be relaunched? Note: There are 2 correct answers to this question.

- A. Update a formula in a custom column.
- **B. Update lookup table contents.**
- C. Modify the route map.
- **D. Revise field-based permissions.**

Answer: B,D

NEW QUESTION # 39

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The test material sorts out the speculations and genuine factors in any case in the event that you truly need a specific limit, you want to deal with the applications or live undertakings for better execution in the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) exam. You will get unprecedented information about the subject and work on it impeccably for the SAP C_THR86_2505 dumps.

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