

# Valid C-THR86-2505 Test Question - Valid C-THR86-2505 Test Practice



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## SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 4

- **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.

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q20-Q25):

#### NEW QUESTION # 20

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

- A. Set the Lump Sum field to read-only to prevent planners from using it.
- B. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.
- 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 # 21

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.

The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 2-3%  
\* Total Increase is \$1,000
- B. Guideline is displayed as 4-6%  
\* Total Increase is \$1,000
- C. Guideline is displayed as 4-6%  
\* Total Increase is \$500
- **D. Guideline is displayed as 2-3%  
\* Total Increase is \$500**

**Answer: D**

### NEW QUESTION # 22

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

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

**Answer: A,B**

### NEW QUESTION # 23

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create a read-only string field make it reportable.
- B. Create a read-only string field make it reloadable.
- C. Create an editable string field with enumerated values.
- D. Create an editable string field make it reportable.

**Answer: C**

Explanation:

In SAP SuccessFactors Compensation, when a field requires planners to select from a pre-defined list of reasons (enumerated values) for categorizing lump sum reasons, it's essential to set up an editable string field with enumerated values.

\* Configuring an Editable Field with Enumerated Values

\* Enumerated values allow you to create a drop-down list of predefined options that planners can select from, ensuring standardized data entry.

\* The field should be configured as editable so that planners can choose from the list on the worksheet, providing clear reasoning for each lump sum entry.

\* Why Option C is Correct This option provides a list (enumeration) that is required to capture structured data for reporting and analysis purposes. It also enables consistent categorization by offering selectable reasons, reducing manual data entry errors.

\* Why Other Options Are Incorrect

\* Option A and D (read-only fields) do not allow planner input and therefore cannot be used for selections.

\* Option B (editable string without enumerated values) would allow free text, which doesn't ensure consistent categorization.

\* Reference Documentation

\* SAP SuccessFactors Compensation Configuration Guide: Configuring Editable Fields and Enumerated Values.

\* SAP Help Portal: Field and Custom Column Setup in Compensation.

### NEW QUESTION # 24

For which customer requirement do you need to develop a custom statement?

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

**Answer: A**

### NEW QUESTION # 25

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