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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 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"> • 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.

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Preparing for the SAP C_THR86_2505 certification exam can be time-consuming and expensive. That's why we guarantee that our customers will pass the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) exam on the first attempt by using our product. By providing this guarantee, we save our customers both time and money, making our C_THR86_2505 Practice material a wise investment in their career development.

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

NEW QUESTION # 20

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Remove access to Employee Profile during compensation planning.
- B. Disable access to all statements, including the prior years' statements.
- C. Use Role-Based Permissions to control access to only display previous years' statements.
- D. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.

Answer: D

Explanation:

To control visibility of the current cycle's compensation statements while allowing access to past statements, use specific settings on the current year's statements:

* Option C: "Under the permissions of the current statement(s), change the setting to Generated statements are not viewable."

* By changing the settings of the current year's statement to "Generated statements are not viewable," you can control access to the current cycle's statements without impacting previous years. This option is effective for validation purposes as it restricts visibility for current statements while keeping historical statements accessible.

: SAP SuccessFactors Compensation Guide > Statement Management > Setting View Permissions for Current Statements.

Explanation for Incorrect Options:

Option A (Remove access to Employee Profile) is too broad, as it would prevent access to all employee profile content, not just the current statements.

Option B would restrict access to all statements, including past years.

Option D (Use Role-Based Permissions) does not provide specific control over statement visibility by year within the same compensation module.

NEW QUESTION # 21

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

Answer: A

NEW QUESTION # 22

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 can save the merit recommendation 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 CANNOT save the merit increase by selecting Cancel in the pop-up message.

Answer: A

NEW QUESTION # 23

Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Integration Suite
- C. SAP Application Interface Framework

Answer: A

Explanation:

SAP provides the SAP Business Accelerator Hub (formerly known as the SAP API Business Hub) as a comprehensive resource to explore released APIs for various SAP products, including SuccessFactors.

* SAP Business Accelerator Hub

* The Business Accelerator Hub hosts an extensive library of APIs, documentation, and use cases for SAP products. Users can explore OData, SOAP, and other available APIs specific to SAP SuccessFactors.

* Why Other Options Are Incorrect

* Option A (SAP Application Interface Framework) is mainly used for error handling and monitoring within on-premise SAP environments.

* Option B (SAP Integration Suite) is used for integration scenarios but does not provide a library to explore APIs; it's intended for creating and managing integrations.

* Reference Documentation

* SAP Help Portal and SAP Business Accelerator Hub on Exploring and Using APIs.

NEW QUESTION # 24

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Add help text to the PM Rating field.
- B. Create a custom column referencing a lookup table to pull in the text.

- C. Change the rating scale in Performance Management.
- D. Update the field-based permissions for the PM Rating field.

Answer: D

NEW QUESTION # 25

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