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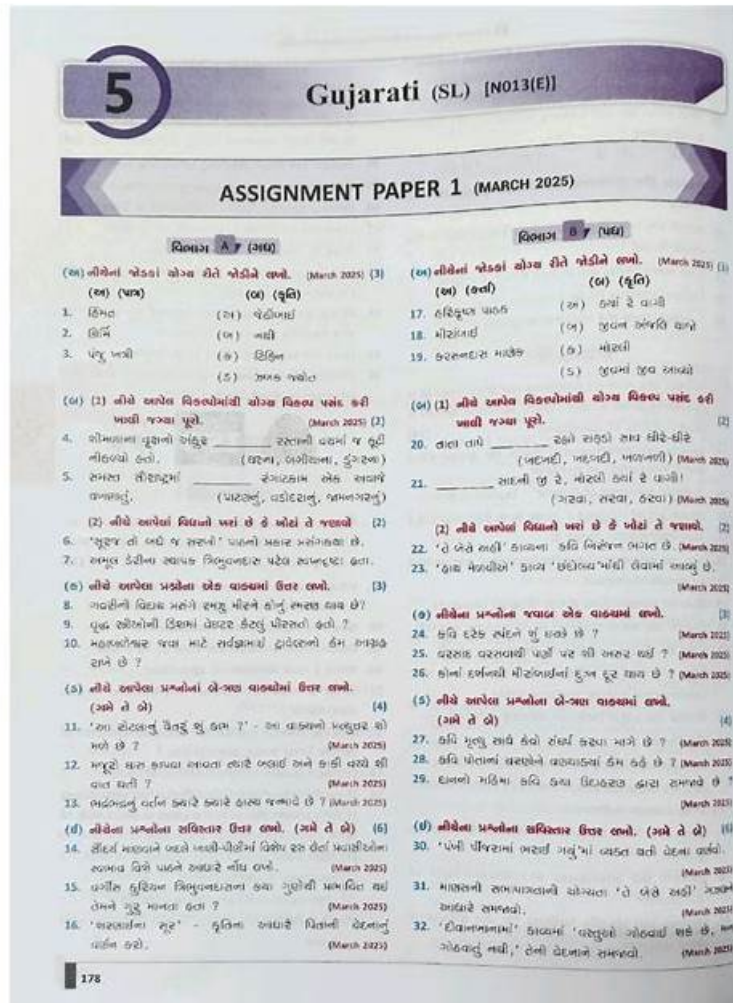
Our C-THR86-2505 guide torrent can help you to solve all these questions to pass the C-THR86-2505 exam. Our C-THR86-2505 study materials are simplified and compiled by many experts over many years according to the examination outline of the calendar year and industry trends. So our C-THR86-2505 learning materials are easy to be understood and grasped. There are also many people in life who want to change their industry. They often take the professional qualification exam as a stepping stone to enter an industry. If you are one of these people, our C-THR86-2505 Exam Engine will be your best choice.

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

| Topic | Details |
|---|---|
| Topic 1 | • 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 2 | • 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 3 | • 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 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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In modern society, you cannot support yourself if you stop learning. That means you must work hard to learn useful knowledge in order to survive especially in your daily work. Our C-THR86-2505 learning questions are filled with useful knowledge, which will broaden your horizons and update your skills. Lack of the knowledge cannot help you accomplish the tasks efficiently. But our C-THR86-2505 Exam Questions can help you solve all of these probelms. And our C-THR86-2505 study guide can be your work assistant.

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q11-Q16):

**NEW QUESTION # 11**
In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).
Which columns are required?
Note: There are 2 correct answers to this question.

- A. STATUS
- B. USERID
- C. MANAGER
- D. USERNAME

**Answer: A,B**

**NEW QUESTION # 12**
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 4-6%
  * Total Increase is $500
- B. Guideline is displayed as 2-3%
  * Total Increase is $1,000
- C. Guideline is displayed as 2-3%
  * Total Increase is $500
- D. Guideline is displayed as 4-6%
  * Total Increase is $1,000

**Answer: C**

**NEW QUESTION # 13**
Which of the following API types does SAP recommend to use to achieve clean core integrations?
Note: There are 2 correct answers to this question.

- A. IDoc
- B. SOAP
- C. OData
- D. RFC

**Answer: B,C**

Explanation:
SAP recommends using OData and SOAP APIs to achieve clean core integrations with SAP SuccessFactors.
These API types are designed to work within the SAP ecosystem and support integration scenarios without impacting the core system structure.
* OData API
* OData is a REST-based API standard and is SAP's preferred choice for modern, scalable, and lightweight integrations, especially within SuccessFactors. It is ideal for clean core integrations that interact with business data.
* SOAP API
* SOAP is a widely used API protocol in SAP integrations and is highly structured, making it suitable for clean and stable integrations. Many SuccessFactors services support SOAP, especially for HR and payroll-related integrations.
* Why Other Options Are Incorrect
* Option B (IDoc) and Option C (RFC) are older SAP interface protocols typically used for SAP ECC or SAP S/4HANA on-premise integrations, but they are not generally recommended for SuccessFactors clean core cloud integrations.
* Reference Documentation
* SAP SuccessFactors Integration Guide on OData and SOAP API Usage.

**NEW QUESTION # 14**
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 $500
- B. Guideline is displayed as 2-3%
  *Total Increase is $1,000
- C. Guideline is displayed as 4-6%
  *Total Increase is $1,000
- D. Guideline is displayed as 4-6%
  *Total Increase is $500

**Answer: A**

Explanation:
When Salary Proration is used with a proration percentage (50% in this case) rather than dates, it affects both the guideline range and the total increase.
* Proration Impact on Guideline Range and Total Increase
* Guideline Adjustment: Since the proration is set to 50%, the guideline range (normally 4-6%) is adjusted by 50%, resulting in a prorated guideline of 2-3%.
* Total Increase Calculation: When the planner enters a $1,000 merit increase, the proration factor is applied, resulting in a final increase of $500 (50% of $1,000).
* Why Other Options Are Incorrect
* Options A and B show the original guideline (4-6%), which does not reflect the proration adjustment.
* Option D incorrectly calculates the total increase without applying the 50% proration.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Salary Proration and Merit Guidelines.

**NEW QUESTION # 15**
You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.
An employee in the US has a rating of 3. What will be their default merit increase?

- A. 1%
- B. 2%
- C. 0%
- D. 4%

**Answer: B**

Explanation:
When an employee's merit increase is determined by a guideline formula based on performance rating and country:
* Option C: "2%"
* For an employee in the US with a performance rating of 3, the configured guideline specifies a
2% merit increase. This default increase applies according to the rule setup in the guideline formulas.
: SAP SuccessFactors Compensation Guide > Guideline Rules > Configuring Merit Guideline Formulas by Performance Rating and Country.
Explanation for Incorrect Options:
Options A, B, and D do not align with the specific merit increase configured for a rating of 3 in the US.

**NEW QUESTION # 16**

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