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The customization feature of these SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) practice questions (desktop or web-based) allows users to change the settings of their mock exams as per their preferences. Customers of Dumps4PDF can attempt multiple C_THR86_2505 Exam Questions till their satisfaction. On each attempt, our C_THR86_2505 practice exam will give your results on the spot.

SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q62-Q67):

NEW QUESTION # 62
Your customer has the requirement where both sales non-sales employees are included on a single compensation template.
However, only sales employees are eligible for a lump sum award.
How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- B. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.
- C. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- D. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.

Answer: B

NEW QUESTION # 63
Which of the following tasks require that worksheets are moved to Complete before they can be performed?
Note: There are 2 correct answers to this question.

- A. Exporting data from Executive Review
- B. Compensation Plan Activity Audit
- C. Publishing Compensation Results in Employee Central
- D. Generating Compensation Statements

Answer: C,D

NEW QUESTION # 64
You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table",customCountry,1))/100.
The lookup table "budget_table" is configured with one input one output. There are three rows in the table:
*USA = 5
*GBR = 3

**=2
When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N /A for the employee. What could be done to fix this behavior?

- A. Surround the lookup function with the toNumber function.
- B. Remove the extra parentheses.
- C. Change the column to be of the Amount type.
- D. Surround the curSalary with the toString function.

Answer: A

Explanation:
In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:
* Option B: "Surround the lookup function with the toNumber function."
* In this formula, (curSalary lookup("budget_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget_table", customCountry, 1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.
: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.
Explanation for Incorrect Options:
Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.
Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.
Option D does not impact the data type and thus would not resolve the issue.

NEW QUESTION # 65
As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.
How can you best show this information?

- A. Include the Detailed (Rollup) Report option in the worksheet configuration.
- B. Create a Tile for inclusion on the planners' Dashboards.
- C. Enable the Executive Review - Read permission for all planners.
- D. Create an Ad Hoc report share it with all planners.

Answer: A

NEW QUESTION # 66
Your client wants to restrict entry into the Lump Sum field to only members of the reward team. How can you achieve this?

- A. Use field-based permissions on the Lump Sum field a permission group of named individuals.
- 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. Set the Lump Sum field to read-only to prevent planners from using it.

Answer: A

NEW QUESTION # 67
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