

SAP C_THR86_2505 Questions - Shortcut To Success 2026



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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.
Topic 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q48-Q53):

NEW QUESTION # 48

What action is required to enable Employee Central integration for a template?

- A. Provide an effective date
- B. Enable field-based permissions.
- C. Update pay guide format.
- D. Reload guidelines.

Answer: A

Explanation:

In SAP SuccessFactors Compensation, enabling integration with Employee Central requires specifying an effective date. This date is essential because Employee Central (EC) integration pulls data that is time- dependent, such as employee job information, pay components, and other relevant details.

- * Providing an Effective Date for Integration
- * Effective Date: Setting an effective date in the compensation template is necessary to synchronize data accurately from Employee Central. The system uses this date to retrieve the correct employee data as of that specific point in time.
- * Why Other Options Are Incorrect
- * Option A (field-based permissions) relates to access control but is not specifically required for enabling EC integration.
- * Option B (reload guidelines) is used when updating or reloading guideline data but does not affect EC integration.
- * Option C (update pay guide format) is unrelated to Employee Central integration.
- * Reference Documentation
- * SAP SuccessFactors Compensation Guide on Employee Central Integration Setup and Effective Date Configuration.

NEW QUESTION # 49

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

Answer: B

Explanation:

To give planners a comprehensive view of how their direct and indirect reports are adhering to allocated budgets before final approval, SAP SuccessFactors Compensation provides the Detailed (Rollup) Report option, which aggregates budget data across multiple hierarchy levels.

* Option A: "Include the Detailed (Rollup) Report option in the worksheet configuration."

* The Detailed (Rollup) Report allows planners to view budget allocation and adherence information for both direct and indirect reports in one consolidated report. This report is accessible from the worksheet, providing planners with visibility into how each level of their reporting structure is adhering to the assigned budgets before final approval.

: SAP SuccessFactors Compensation Guide > Worksheet Configuration > Setting Up Rollup Reports for Budget Overview.

Explanation for Incorrect Options:

Option B (Ad Hoc report) provides custom reporting capabilities but does not integrate directly with the compensation worksheet, limiting its effectiveness within the approval process.

Option C (Executive Review Read permission) is designed for higher-level review rather than for direct planner access.

Option D (Dashboard Tile) would not provide the detailed budget adherence view directly within the worksheet.

NEW QUESTION # 50

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Change the labels in the rating scale to include both the number text.
- B. Create a new custom field with a formula under Column Designer.
- C. Create a lookup table with the number text.
- D. **Update the Rating Label Format to Number-Text under Display Settings.**

Answer: D

NEW QUESTION # 51

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. Set the XML attribute `isActualSalaryImported` to True in the compensation plan template ensure standard FTE field is used.
- C. **Set the XML attribute `isActualSalary Imported` to False in the compensation plan template ensure standard FTE field is used.**
- D. Create a custom Amount column to store FTE rather than using the standard FTE column.

Answer: C

NEW QUESTION # 52

Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
* Define each guideline formula with a default value of 10.
- B. Set the guideline pattern to be low-high.
* Set the high value for all guidelines to be 10.
- C. Enable a hard limit stop for the merit guideline in Admin Center.
* Set the maximum value to 0.10 for all guideline formulas.
- D. **Enable a hard limit stop for the merit guideline in Admin Center.**
* Set the maximum value to 10 for all guideline formulas.

Answer: D

NEW QUESTION # 53

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