

Seeing The C_THR86_2505 Latest Exam Registration Means that You Have Passed Half of SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation



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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q75-Q80):

NEW QUESTION # 75

Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Executive Review - Import permission.
- B. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.
- C. The user needs the Executive Review - Mass Action permission.
- D. The user needs the Executive Review - Export permission.
- E. The user needs the Executive Review - Edit permission.

Answer: A,D,E

Explanation:

To use the Executive Review Offline Edit feature in SAP SuccessFactors Compensation, certain permissions are required for downloading data, making bulk changes offline, and re-uploading those changes.

* Executive Review - Export Permission

* Option A: This permission allows users to export the compensation data from the Executive Review page to a downloadable format (such as Excel). This is essential for performing offline edits.

* Executive Review - Import Permission

* Option B: This permission enables users to import or re-upload the edited data back into the system after making bulk changes offline. It's critical to ensure these changes are successfully integrated into the worksheet.

* Executive Review - Edit Permission

* Option D: This permission allows users to edit entries within the Executive Review interface. It is necessary for making adjustments to compensation data.

* Why Other Options Are Incorrect

* Option C (Executive Review - Mass Action permission) is unrelated to offline editing; it pertains to actions like applying mass updates within the online Executive Review.

* Option E (Ad Hoc Reports for the Compensation Planning domain) is for reporting rather than permissions directly related to offline editing capabilities.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Executive Review Permissions and Offline Edit Requirement

NEW QUESTION # 76

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

Answer: A

NEW QUESTION # 77

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- A. By using the Rollup Hierarchy report
- B. By using the Check Tool
- C. By exporting troubleshooting information found on the Define Planners screen
- D. By changing the Method of Planner to Compensation Manager Hierarchy

Answer: B,C

NEW QUESTION # 78

You are implementing compensation in an EC-integrated environment you are NOT using the promotion functionality. To where can you publish data?

Note: There are 3 correct answers to this question.

- A. Employee Details
- B. Compensation Information
- C. Custom MDF Objects
- D. Job Information
- E. Recurring Pay Components

Answer: B,C,E

NEW QUESTION # 79

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. Use mass actions through the Executive Review.
- C. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.
- D. Set the Lump Sum field to read-only to prevent planners from using it.

Answer: A

NEW QUESTION # 80

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