

SAP C-THR86-2505 Dumps PDF To Gain Brilliant Result (2026)



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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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	<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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q49-Q54):

NEW QUESTION # 49

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

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

Answer: C

Explanation:

Field-based permissions allow specific control over who can view or edit fields in the compensation worksheet.

* Restricting Access to Lump Sum Field with Field-Based Permissions

* Option C: In SAP SuccessFactors Compensation, you can configure field-based permissions so only selected users (e.g., members of the reward team) can access and edit the Lump Sum field.

* This approach uses a permission group to grant edit permissions only to specific individuals, ensuring that only authorized personnel can make entries in the Lump Sum field.

* Why Other Options Are Incorrect

* Option A (mass actions via Executive Review) does not restrict individual access to fields.

* Option B (setting guidelines to zero) does not provide role-based access restriction and may cause confusion in the compensation planning process.

* Option D (setting the field to read-only) would prevent all planners from editing, not just those outside the reward team.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Field-Based Permissions and Permission Groups.

NEW QUESTION # 50

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.

How can this requirement be met through configuration?

- A. Enter the effective date for the largest country in the Employee Central Settings screen.
 - * Publish the results of the planning for all countries.
 - * Manually modify the effective dates of the resulting EC data for the smaller countries.
- B. Create a lookup table that contains the different dates that uses country as an input.
 - * Map the lookup table name to the "start-date" of the pay component in the XML.
- C. Create a lookup table that contains the different dates that uses country as an input.
 - * Create a custom date column that reads from the lookup table based on employee country.
 - * Map the column ID of the custom date column to the "start-date" of the pay component in the XML.
- D. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
 - * Use the Publish Selected Employees in Employee Central to publish the data for this country.
 - * Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.

Answer: C

NEW QUESTION # 51

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

Answer: C,D

NEW QUESTION # 52

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

Answer: B

NEW QUESTION # 53

Your client wishes to limit new employee salaries so that no employee can exceed 125% compa- ratio. They do not award lump sums.

How can you configure the worksheet to meet this requirement? Note: There are 2 correct answers to this question.

- A. Create a standard validation of type "disallow" action "exceed" with the Threshold at 125.
- B. Create a standard validation of type "splitOrDisallow" action "exceed" with the Threshold at 125.
- C. Create a custom validation of type Error to ensure that the column curRatio is less than 125.
- D. Create a custom validation of type Error to ensure that the column compaRatio is less than 125.

Answer: A,D

NEW QUESTION # 54

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