

# Exam C\_THR86\_2505 Tutorial & New C\_THR86\_2505 Dumps Book



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## SAP C\_THR86\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Implementation Test:</b> 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• <b>Set Up Import Tables:</b> 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• <b>Compensation Worksheets:</b> 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• <b>Permissions:</b> 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.</li></ul>

## Trustworthy Exam C\_THR86\_2505 Tutorial | Easy To Study and Pass Exam at first attempt & Effective C\_THR86\_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q38-Q43):

#### NEW QUESTION # 38

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

**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 # 39

Your customer is based in the UK has a functional currency of GBP. However, they also have offices in the US (USD), France (EUR), Germany (EUR). They would like the budget displayed in local currency for all planners - for example, German planners see the budget in EUR, not GBP.

How can you best accomplish this?

Note: There are 2 correct answers to this question.

- A. Have four separate templates, one for each country.
- **B. Enable Planner Currency mode.**
- C. Disable Functional Currency mode.
- **D. Use budget grouping group on the local currency code.**

**Answer: B,D**

#### NEW QUESTION # 40

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

**Answer: D**

#### NEW QUESTION # 41

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

**Answer: C**

#### NEW QUESTION # 42

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

**Answer: B**

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 # 43

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