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Our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) questions PDF version is great for busy candidates who like to learn on the go with their smartphones or tablets. The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) dumps PDF format's portability making it ideal for on-the-go studying from any smart device. Studying in PDF format is convenient since it can be printed out and used as a hard copy if you do not have access to a smart device at the moment.

SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<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 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.
Topic 6	<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 7	<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 8	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q57-Q62):

NEW QUESTION # 57

A customer's salary process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits. The merit guideline is based upon performance rating, compa-ratio, two custom fields, Country Job Family. The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes. How can this requirement be met?

- A. Set the Force Default On Custom Column Change option within guidelines to Yes.
*Make sure the Country column is reloadable Job Family is not.
- B. Set the Force Default On Custom Column Change option within guidelines to Yes.
*Make sure the Country Job Family columns are both reloadable.
- C. Set the Force Default On Rating Change option within guidelines to Yes.
*Make sure the Country column is reloadable Job Family is not.
- D. Ensure the default value for all merit guidelines is non-zero.
*Make sure the Country Job Family columns are both reloadable.

Answer: A

Explanation:

In SAP SuccessFactors Compensation, the Force Default On Custom Column Change option in guidelines ensures that when specific custom fields change (such as Country), the merit increase is reset to its default.

This meets the requirement of resetting the merit increase only when Country changes, not when Job Family changes.

* Configuring Force Default on Custom Column Change

* Option D: By setting Force Default On Custom Column Change to "Yes," the system will reset the merit increase to default values whenever a change occurs in a reloadable custom field marked as critical.

* Reloadable Columns: Making only the Country column reloadable ensures that changes in Country will trigger the reset, while Job Family changes will not affect the merit guideline.

- * Why Other Options Are Incorrect
- * Option A involves Force Default On Rating Change, which is irrelevant for custom columns like Country or Job Family.
- * Option B and Option C involve making both Country and Job Family reloadable, which does not meet the requirement to ignore Job Family changes.
- * Reference Documentation
- * SAP SuccessFactors Compensation Guide on Guidelines and Force Default Settings.

NEW QUESTION # 58

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.
- B. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- C. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.
- D. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.

Answer: B

Explanation:

To include a specific population of inactive employees in the worksheet, select settings that specify inclusion criteria for inactive users and adjust eligibility accordingly.

- * Option C: "Select 'Including Inactive Users' when defining the Method of Planner, select 'All employees are eligible' under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees."
- * By enabling the "Including Inactive Users" option, planners can ensure that inactive employees are part of the worksheet. Setting "All employees are eligible" provides a base eligibility, while the eligibility rules can then specifically include only the desired inactive employees based on criteria set in the rule.

: SAP SuccessFactors Compensation Guide > Eligibility Configuration > Including Inactive Users in Worksheets.

Explanation for Incorrect Options:

Option A would exclude desired inactive employees instead of including them

Option B does not set the "Including Inactive Users" option, which is necessary for inactive employees.

Option D does not include inactive employees in the initial settings, missing the requirement for the "Including Inactive Users" setting.

NEW QUESTION # 59

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

- A. Enable a hard limit stop for the merit guideline in Admin Center.
*Set the maximum value to 0.10 for all guideline formulas.
- B. Enable a hard limit stop for the merit guideline in Admin Center.
*Set the maximum value to 10 for all guideline formulas.
- C. 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.
- D. Set the guideline pattern to be low-high.
*Set the high value for all guidelines to be 10.

Answer: B

NEW QUESTION # 60

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. Publishing Compensation Results in Employee Central

- B. Exporting data from Executive Review
- C. Compensation Plan Activity Audit
- D. Generating Compensation Statements

Answer: A,D

Explanation:

In SAP SuccessFactors Compensation, certain actions require that worksheets are marked as "Complete" to finalize and lock in all data. This requirement ensures data integrity and consistency across various processes in the compensation cycle.

* Option A: "Generating Compensation Statements"

* Before generating compensation statements, it is necessary to complete the worksheets. Once a worksheet is marked as "Complete," it locks the data, allowing for consistent and finalized data to be used in the compensation statements.

: SAP SuccessFactors Compensation Guide > Worksheet Management > Requirements for Generating Statements.

Option B: "Publishing Compensation Results in Employee Central"

Publishing compensation data to Employee Central also requires worksheets to be in the "Complete" status.

This ensures that only verified and approved data is transferred to Employee Central, preventing any discrepancies.

Reference: SAP SuccessFactors Compensation and Employee Central Integration Guide > Publishing Compensation Data > Requirements for Publishing to Employee Central.

Explanation for Incorrect Options:

Option C (Exporting data from Executive Review) does not require worksheets to be marked as complete.

Option D (Compensation Plan Activity Audit) is a monitoring tool that does not require worksheet completion to track activities.

NEW QUESTION # 61

Your customer uses SAP SuccessFactors Employee Central has the following setup:

* Pay Component (id = "SALARY")

* Pay Component (id = "CARALLOWANCE")

* Pay Component (id = "HOUSEALLOWANCE")

* Pay Component Group (id = "TC") made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.

The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- A. Map TC to the standard Current Salary field.
 - * Use the Merit column for the TC update.
 - * Extract the new TC with a report manually create import files to update EC.
- B. Map TC to the standard Current Salary field.
 - * Use the Merit column for the TC update.
 - * Use the finSalary field some custom columns to calculate the components publish those back to EC.
- C. Map TC to the standard Current Salary field.
 - * Use the Merit column for the TC update.
 - * Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- D. Map SALARY to the standard Current Salary field TC to meritTarget.
 - * Use merit to update the TC use custom fields to allow planners to update the allowances.
 - * Publish each component back separately.

Answer: C

NEW QUESTION # 62

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