

# SAP C\_THR86\_2505 Reliable Test Dumps - C\_THR86\_2505 Examcollection



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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## Elevate Your Preparation By Using SAP C\_THR86\_2505 Exam Questions

The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C\_THR86\_2505) certification exam is one of the top-rated career advancement certifications in the market. This C\_THR86\_2505 exam dumps have been inspiring beginners and experienced professionals since its beginning. There are several personal and professional benefits that you can gain after passing the C\_THR86\_2505 Exam. The validation of expertise, more career opportunities, salary enhancement, instant promotion, and membership of SAP certified professional community.

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q67-Q72):

### NEW QUESTION # 67

What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. In-progress forms are NOT affected.
- B. Only completed forms are affected.
- C. Change is dynamic to in-progress forms.
- D. In-progress forms are only affected when Update All Worksheets is run.

**Answer: C**

### NEW QUESTION # 68

You configured merit guidelines as shown in the screenshot.

If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

- A. 0%-0%
- B. 1%-2%
- C. 2%-4%
- D. 3%-5%

**Answer: C**

### NEW QUESTION # 69

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

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

**Answer: D**

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 # 70

Your customer is going through a divestiture would like to extract all of the historical data from compensation planning for the divested entity prior to purging the data from SAP SuccessFactors. How can you capture the compensation data from your compensation plans? Note: There are 2 correct answers to this question.

- A. Export from the employee history file.
- B. Run the Rollup report.
- **C. Run an Ad Hoc report.**
- **D. Export from Executive Review.**

**Answer: C,D**

#### NEW QUESTION # 71

Your customer has implemented SAP SuccessFactors Employee Central (EC) now wishes to implement a single global compensation template. However, only part of the organization is in Employee Central. Some countries are still using SAP ERP, but there are plans to move to SAP SuccessFactors Employee Central over the next two years. The customer wants to use the Compensation module to plan for all employees, regardless of where their employee data sits.

What is the recommended approach to this scenario?

- A. Suggest a phased approach where the non-EC employees become part of the process later as they migrate.
- **B. Create a single EC-integrated template use the Hybrid Template option.**
- C. Create two templates - one with EC integration one without.
- D. Create a single non-integrated template, export the EC employees, import them via UDF.

**Answer: B**

#### NEW QUESTION # 72

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