

C-THR86-2505 Exam Discount & C-THR86-2505 Test Quiz



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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) certification is one of the hottest career advancement credentials in the modern SAP world. The C-THR86-2505 certification can help you to demonstrate your expertise and knowledge level. With only one badge of C-THR86-2505 certification, successful candidates can advance their careers and increase their earning potential. The SAP C-THR86-2505 Certification Exam also enables you to stay updated and competitive in the market which will help you to gain more career opportunities.

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">• 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 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">• 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">• 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q10-Q15):

NEW QUESTION # 10

Which statements accurately describe Rollup Reports? Note: There are 3 correct answers to this question.

- A. Custom Columns with the "Show Totals" attribute selected are shown.
- B. The Rollup Report is based on the current hierarchy not that at form creation.
- C. The Rollup Report provides a summary of compensation entries budget information.
- D. Enabling the Rollup Report for End-Users requires a specific tag in the XML.
- E. The Standard, Compensation, Rollup Hierarchies are all supported.

Answer: B,C,D

NEW QUESTION # 11

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- C. SAP Business Accelerator Hub

Answer: C

Explanation:

SAP provides the SAP Business Accelerator Hub (formerly known as the SAP API Business Hub) as a comprehensive resource to explore released APIs for various SAP products, including SuccessFactors.

* SAP Business Accelerator Hub

* The Business Accelerator Hub hosts an extensive library of APIs, documentation, and use cases for SAP products. Users can explore OData, SOAP, and other available APIs specific to SAP SuccessFactors.

* Why Other Options Are Incorrect

* Option A (SAP Application Interface Framework) is mainly used for error handling and monitoring within on-premise SAP environments.

* Option B (SAP Integration Suite) is used for integration scenarios but does not provide a library to explore APIs; it's intended for creating and managing integrations.

* Reference Documentation

* SAP Help Portal and SAP Business Accelerator Hub on Exploring and Using APIs.

NEW QUESTION # 12

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Disable access to all statements, including the prior years' statements.
- B. Remove access to Employee Profile during compensation planning.
- C. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.
- D. Use Role-Based Permissions to control access to only display previous years' statements.

Answer: C

NEW QUESTION # 13

Your customer has the following requirements for their compensation plan:

1. Allow planners to make recommendations outside of the high/low values.
 2. Display only the max min values in the compensation worksheet.
- Which guideline rule settings must you set to fulfill these requirements?

- A. In Display Settings use min-max
*Hard Limit: No
*High/Low Action: Warn
- B. In Display Settings use min-max
*Hard Limit: Yes
*High/Low Action: Allow
- C. In Display Settings use low-high
*Hard Limit: Yes
*High/Low Action: Allow
- **D. In Display Settings use min-max**
*Hard Limit: No
*High/Low Action: Allow

Answer: D

Explanation:

To allow planners to make recommendations outside of the high/low values but only display max and min values on the worksheet:

* Option A: "In Display Settings use min-max, Hard Limit: No, High/Low Action: Allow"

* Min-max display shows only the minimum and maximum guideline values. Setting Hard Limit to "No" allows planners to make recommendations outside these values, and High/Low Action:

Allow enables the flexibility needed by the client.

: SAP SuccessFactors Compensation Guide > Guideline Management > Setting High/Low and Hard Limit Options.

Explanation for Incorrect Options:

Options B, C, and D include settings that would restrict planner flexibility or incorrectly display guideline ranges.

NEW QUESTION # 14

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 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.
- **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 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.

Answer: C

NEW QUESTION # 15

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