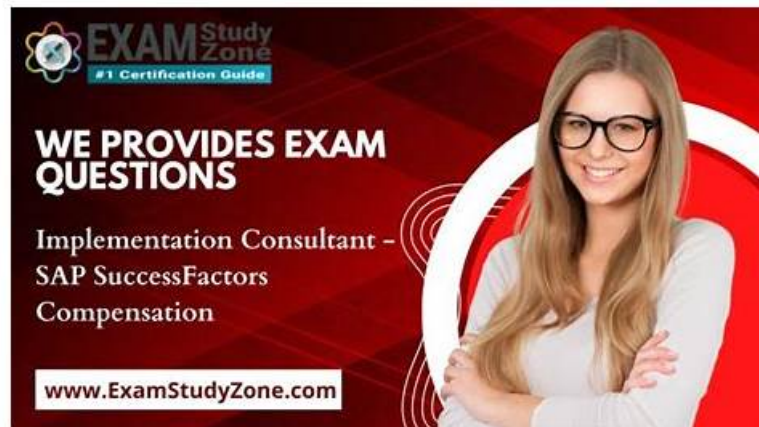


C-THR86-2505 Exam Study Guide & Practice C-THR86-2505 Exams Free



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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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	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 4	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 5	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 6	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.
Topic 7	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 8	• 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q22-Q27):

NEW QUESTION # 22

You are implementing an EC-integrated template.

Which compensation fields are commonly mapped to a pay component or pay component group? Note: There are 3 correct answers to this question.

- A. Local Currency Code
- B. Pay Grade
- C. FTE
- D. Current Salary
- E. Units Per Year

Answer: A,D,E

NEW QUESTION # 23

At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched the performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire. All new hires are assigned a rating of "Good".

How will these ratings appear on the Salary worksheet?

- A. N/A
- B. Too new to rate
- C. Unrated
- D. Good

Answer: C

NEW QUESTION # 24

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.
- B. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- C. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.

- D. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.

Answer: A

NEW QUESTION # 25

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 "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired 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 EXCLUDE the undesired inactive employees.
- **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.**
- D. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.

Answer: C

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 # 26

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND_MANAGER columns?

- A. MANAGER: blank
* SECOND MANAGER: NO_MANAGER
- B. MANAGER: NO_MANAGER
* SECOND MANAGER: blank
- C. MANAGER: blank
* SECOND MANAGER: blank
- **D. MANAGER: NO_MANAGER
* SECOND_MANAGER: NO_MANAGER**

Answer: D

NEW QUESTION # 27

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