

C-THR86-2505 Test Guide - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Study Question & C-THR86-2505 Exam Questions



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As a main supplier for C-THR86-2505 Certification Exam training, Dumpcollection's C-THR86-2505 experts continually provide you the high quality product and a free online customer service, but also update the exam outline with the fastest speed.

SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 4	• 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 5	• 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	• 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 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.

>> Exam C-THR86-2505 Materials <<

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In today's rapidly changing SAP industry, the importance of obtaining SAP C-THR86-2505 certification has become increasingly evident. With the constant evolution of technology, staying competitive in the job market requires professionals to continuously upgrade their skills and knowledge. The Dumpcollection is committed to completely assisting you in exam preparation with C-THR86-2505 Questions. Success in the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) certification exam is crucial in the tech sector, where the stakes are high, and a single mistake can have significant consequences.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q35-Q40):

NEW QUESTION # 35

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

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

Answer: A

NEW QUESTION # 36

Which of the following fields can be used to group budgets? Note: There are 2 correct answers to this question.

- A. Pay Grade (payGrade)
- B. Performance Rating (pmRating)
- C. Any custom, reportable, read-only String field
- D. Currency Code (localCurrencyCode)

Answer: C,D

NEW QUESTION # 37

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. Disable Functional Currency mode.

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

Answer: B,C

NEW QUESTION # 38

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

Answer: D

NEW QUESTION # 39

Your client uses a Salary Pay Matrix table for Pay Ranges. What are some Leading Practices Considerations around the maintenance use of these tables? Note: There are 2 correct answers to this question.

- A. Salary range tables should always be provided in the client's Functional Currency.
- B. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.
- C. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.
- D. Do not update salary range tables that were referenced in forms that have been launched for a prior cycle.

Answer: B,D

NEW QUESTION # 40

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