

# C-THR86-2505 Test Questions, Test C-THR86-2505 Questions



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## SAP C-THR86-2505 Exam Syllabus Topics:

| Topic   | Details                                                                                                                                                                                                                                                                                                                         |
|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <ul style="list-style-type: none"><li>• <b>Implementation Test:</b> 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 2 | <ul style="list-style-type: none"><li>• <b>Set Up Import Tables:</b> 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 3 | <ul style="list-style-type: none"><li>• <b>Compensation Worksheets:</b> 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 4 | <ul style="list-style-type: none"><li>• <b>Reports and Workflows:</b> 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 5 | <ul style="list-style-type: none"> <li>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.</li> </ul>     |
| Topic 6 | <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 7 | <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>                        |

### >> C-THR86-2505 Test Questions <<

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q39-Q44):

### NEW QUESTION # 39

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Create a custom column referencing a lookup table to pull in the text.
- **B. Update the field-based permissions for the PM Rating field.**
- C. Add help text to the PM Rating field.
- D. Change the rating scale in Performance Management.

**Answer: B**

### NEW QUESTION # 40

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

**Answer: C**

### NEW QUESTION # 41

In Admin Center, you load a pay matrix table as shown in the screenshot. You map Attribute 1 to Geo Zone, Attribute 2 to Legal Entity, Attribute 3 to Pay Frequency.

On the compensation worksheet, an employee is in the UK LONDON Geo Zone, the ABC Legal Entity, Pay Frequency of BWK, Pay Grade GR-08. The employee's current range penetration is calculated as exactly 0%.

What is their current salary?

- A. 2852.0
- B. 3147.0
- C. 3458.0
- D. 3140.0

**Answer: A**

#### NEW QUESTION # 42

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

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

**Answer: C**

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 # 43

In an EC-integrated compensation worksheet, what are some of the reasons you might include a lookup table in your configuration?

Note: There are 3 correct answers to this question.

- A. Converting a code into its text equivalent for display
- B. Determining appropriate car allowance by grade
- C. Providing budget percentage by country
- D. Holding previous year's salary by Employee ID
- E. Converting money values from functional to local currency

**Answer: B,C,D**

#### NEW QUESTION # 44

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