

Valid C-THR86-2505 Study Guide - Free PDF 2026 C-THR86-2505: First-grade SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Training Questions



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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation exam practice questions play a crucial role in SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation C-THR86-2505 exam preparation and give you insights SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation exam view. You are aware of the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation C-THR86-2505 exam topics, structure, and a number of the questions that you will face in the upcoming SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation C-THR86-2505 Exam. You can evaluate your Salesforce SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation exam preparation performance and work on the weak topic areas. But here is the problem where you will get SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation exam questions.

SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.
Topic 5	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q24-Q29):

NEW QUESTION # 24

Your client wants to restrict entry into the Lump Sum field to only members of the reward team. How can you achieve this?

- A. Use field-based permissions on the Lump Sum field a permission group of named individuals.
- B. Use mass actions through the Executive Review.
- C. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.
- D. Set the Lump Sum field to read-only to prevent planners from using it.

Answer: A

NEW QUESTION # 25

When should you configure a compensation template using the Second Manager hierarchy? Note: There are 2 correct answers to this question.

- A. Your customer has more than three manager approval levels in their route map.
- B. Your customer wants someone other than the standard manager to make compensation recommendations.
- C. Your customer wants to include HR in their route map.
- D. Your customer wants only directors above to do planning.

Answer: B,D

NEW QUESTION # 26

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus. What is the correct syntax to calculate the adjustment budget?

- A. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,2))"curSalary
- B. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,adjustment))"curSalary
- C. toNumber(lookup("2018_BudgetPool,custom Country, customStatus, Adjustment))*curSalary

- D. `toNumber(lookup("2018_BudgetPool", custom Country, customStatus, 1))"curSalary`

Answer: D

NEW QUESTION # 27

What triggers can be used to force a planner to add comments without using custom validations? Note: There are 2 correct answers to this question.

- A. An employee is NOT given a raise, stock, or options at all.
- B. When an employee's final salary is below range penetration minimum.
- C. When an employee's raise exceeds the range penetration maximum.
- D. Any time an employee is given a raise, stock, or options.

Answer: A,D

NEW QUESTION # 28

Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Executive Review - Import permission.
- B. The user needs the Executive Review - Edit permission.
- C. The user needs the Executive Review - Mass Action permission.
- D. The user needs the Executive Review - Export permission.
- E. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.

Answer: A,B,D

NEW QUESTION # 29

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