

Practice C-THR86-2505 Test & C-THR86-2505 Online Training Materials



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It is known to us that the C-THR86-2505 exam has been increasingly significant for modern people in this highly competitive word, because the test certification can certify whether you have the competitive advantage in the global labor market or have the ability to handle the job in a certain area, especial when we enter into a newly computer era. Therefore our C-THR86-2505 practice torrent is tailor-designed for these learning groups, thus helping them pass the exam in a more productive and efficient way and achieve success in their workplace.

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">• 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 3	<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 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"> • 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.

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C-THR86-2505 Test Simulates: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation & C-THR86-2505 Study Guide

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q65-Q70):

NEW QUESTION # 65

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.

How can this requirement be met through configuration?

- A. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
 - * Use the Publish Selected Employees in Employee Central to publish the data for this country.
 - * Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- B. Create a lookup table that contains the different dates that uses country as an input.
 - * Map the lookup table name to the "start-date" of the pay component in the XML.
- C. Create a lookup table that contains the different dates that uses country as an input.
 - * Create a custom date column that reads from the lookup table based on employee country.
 - * Map the column ID of the custom date column to the "start-date" of the pay component in the XML.
- D. Enter the effective date for the largest country in the Employee Central Settings screen.
 - * Publish the results of the planning for all countries.
 - * Manually modify the effective dates of the resulting EC data for the smaller countries.

Answer: C

NEW QUESTION # 66

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Update the Rating Label Format to Number-Text under Display Settings.
- B. Create a new custom field with a formula under Column Designer.
- C. Change the labels in the rating scale to include both the number text.
- D. Create a lookup table with the number text.

Answer: A

Explanation:

To display both the numerical and textual components in the standard Performance Rating field, you need to adjust the Rating Label Format in the Display Settings within the Compensation template setup.

* Rating Label Format in Display Settings

* Option D: By setting the Rating Label Format to Number-Text, you enable the display of both the rating number and the descriptive text label in the Performance Rating field.

* This adjustment applies the combined format (e.g., "3 - Meets Expectations") in the worksheet, allowing users to see both components simultaneously.

* Why Other Options Are Incorrect

* Option A: Changing labels in the rating scale would only adjust the label text, not the combined display format.

* Option B and Option C (custom field and lookup table) are unnecessary, as the Number-Text format can be set directly.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Performance Rating Display Options.

NEW QUESTION # 67

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

Answer: A,B,C

Explanation:

To use the Executive Review Offline Edit feature in SAP SuccessFactors Compensation, certain permissions are required for downloading data, making bulk changes offline, and re-uploading those changes.

* Executive Review - Export Permission

* Option A: This permission allows users to export the compensation data from the Executive Review page to a downloadable format (such as Excel). This is essential for performing offline edits.

* Executive Review - Import Permission

* Option B: This permission enables users to import or re-upload the edited data back into the system after making bulk changes offline. It's critical to ensure these changes are successfully integrated into the worksheet.

* Executive Review - Edit Permission

* Option D: This permission allows users to edit entries within the Executive Review interface. It is necessary for making adjustments to compensation data.

* Why Other Options Are Incorrect

* Option C (Executive Review - Mass Action permission) is unrelated to offline editing; it pertains to actions like applying mass updates within the online Executive Review.

* Option E (Ad Hoc Reports for the Compensation Planning domain) is for reporting rather than permissions directly related to offline editing capabilities.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Executive Review Permissions and Offline Edit Requirement

NEW QUESTION # 68

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.

The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 4-6%
* Total Increase is \$1,000
- B. Guideline is displayed as 2-3%
* Total Increase is \$500
- C. Guideline is displayed as 2-3%
* Total Increase is \$1,000

- Answer: B**

- A. 0
- B. 1
- C. 2
- **D. 3**

Answer: D

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