

C_THR86_2505 Free Download Pdf - Exam

C_THR86_2505 Outline



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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 4	<ul style="list-style-type: none">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.

Exam C_THR86_2505 Outline - C_THR86_2505 Exam Question

Our third format is the desktop practice C_THR86_2505 exam software which can be used easily after installing it on your Windows laptop and computers. These formats are there so that applicants with different study styles can use them to attempt the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) PRACTICE QUESTIONS successfully. The practice material of ValidBrindumps can be instantly accessed just after purchasing it.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q70-Q75):

NEW QUESTION # 70

What are some general principles for creating Route Maps for client projects? Note: There are 2 correct answers to this question.

- A. Use a Signature step so the employee is aware of the decisions once the form is marked as "Complete".
- B. Use the "Get Feedback" function to allow people outside the hierarchy to comment on the decisions.
- C. Use reporting Executive Review for reviewing trends aggregate budgets.
- D. Only include those that would alter a decision, not simply review.

Answer: C,D

NEW QUESTION # 71

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table", customCountry, 1))/100.

The lookup table "budget_table" is configured with one input one output. There are three rows in the table:

*USA = 5

*GBR = 3

**=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Surround the curSalary with the toString function.
- B. Surround the lookup function with the toNumber function.
- C. Remove the extra parentheses.
- D. Change the column to be of the Amount type.

Answer: B

Explanation:

In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:

* Option B: "Surround the lookup function with the toNumber function."

* In this formula, (curSalary lookup("budget_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget_table", customCountry, 1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.

: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.

Explanation for Incorrect Options:

Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.

Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.

Option D does not impact the data type and thus would not resolve the issue.

NEW QUESTION # 72

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

Answer: B

NEW QUESTION # 73

Which statements accurately describe Rollup Reports? Note: There are 3 correct answers to this question.

- A. The Rollup Report provides a summary of compensation entries budget information.
- B. Custom Columns with the "Show Totals" attribute selected are shown.
- C. Enabling the Rollup Report for End-Users requires a specific tag in the XML.
- D. The Standard, Compensation, Rollup Hierarchies are all supported.
- E. The Rollup Report is based on the current hierarchy not that at form creation.

Answer: A,C,E

NEW QUESTION # 74

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

Answer: A

NEW QUESTION # 75

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