

C_THR86_2505 Latest Dumps Ppt - C_THR86_2505 Real Exam Answers



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All these three SAP C_THR86_2505 exam questions formats contain the real and updated C_THR86_2505 exam questions. These SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) exam questions are being presented in practice test software and PDF dumps file formats. The C_THR86_2505 desktop practice test software is easy to use and install on your desktop computers. Whereas the other SAP C_THR86_2505 web-based practice test software is concerned, this is a simple browser-based application that works with all operating systems. Both practice tests are customizable, simulate actual exam scenarios, and help you overcome mistakes.

SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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 3	• 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 4	• 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 5	• 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q20-Q25):

NEW QUESTION # 20

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

Answer: D

NEW QUESTION # 21

A customer is using the following number format: ###0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

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

Answer: D

Explanation:

In SAP SuccessFactors Compensation, when using a number format that specifies rounding down and rounding to the nearest multiple of 100, calculations are done as follows:

- * Understanding the Format Settings
- * Mode: Round Down: This setting rounds the value down to the nearest specified multiple.
- * Multiple: 100: Specifies that rounding should occur to the nearest 100.
- * Calculation for 9575.50
- * Given the number 9575.50, rounding down to the nearest multiple of 100 results in 9500, as rounding down means moving to the

lower nearest 100.

- * Why Other Options Are Incorrect
- * Option B (9570) would not be correct as it does not round to the nearest 100.
- * Options C (9000) and D (9600) do not accurately reflect the rounding down requirement with a multiple of 100.
- * Reference Documentation
- * SAP SuccessFactors Compensation Guide on Number Formatting and Rounding Options.

NEW QUESTION # 22

Your customer uses SAP SuccessFactors Employee Central has the following setup:

- * Pay Component (id = "SALARY")
- * Pay Component (id = "CARALLOWANCE")
- * Pay Component (id = "HOUSEALLOWANCE")
- * Pay Component Group (id = "TC") made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.

The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- A. Map SALARY to the standard Current Salary field TC to meritTarget.
 - * Use merit to update the TC use custom fields to allow planners to update the allowances.
 - * Publish each component back separately.
- B. Map TC to the standard Current Salary field.
 - * Use the Merit column for the TC update.
 - * Extract the new TC with a report manually create import files to update EC.
- C. Map TC to the standard Current Salary field.
 - * Use the Merit column for the TC update.
 - * Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- D. Map TC to the standard Current Salary field.
 - * Use the Merit column for the TC update.
 - * Use the finSalary field some custom columns to calculate the components publish those back to EC.

Answer: C

NEW QUESTION # 23

You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.

An employee in the US has a rating of 3. What will be their default merit increase?

- A. 0%
- B. 2%
- C. 1%
- D. 4%

Answer: B

NEW QUESTION # 24

Your customer uses SAP SuccessFactors Employee Central has the following setup:

- * Pay Component (id = "SALARY")
- * Pay Component (id = "CARALLOWANCE")
- * Pay Component (id = "HOUSEALLOWANCE")
- * Pay Component Group (id = "TC") made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.

The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- A. Map TC to the standard Current Salary field.
*Use the Merit column for the TC update.
*Extract the new TC with a report manually create import files to update EC.
- B. Map TC to the standard Current Salary field.
*Use the Merit column for the TC update.
*Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- C. Map TC to the standard Current Salary field.
*Use the Merit column for the TC update.
*Use the finSalary field some custom columns to calculate the components publish those back to EC.
- D. Map SALARY to the standard Current Salary field TC to meritTarget.
*Use merit to update the TC use custom fields to allow planners to update the allowances.
*Publish each component back separately.

Answer: B

Explanation:

When a customer uses SAP SuccessFactors Employee Central with specific pay components and a Pay Component Group (PCG) designated for total cash (TC), integration configurations can help manage the pay components based on the planner's adjustments in the compensation module. Here's how the setup can be achieved to maximize integration and minimize manual updates:

* Option B: "Map TC to the standard Current Salary field. Use the Merit column for the TC update.

Publish the finSalary value back to the pay component group in EC and have business rules split the sum into the components."

* By mapping the total cash (TC) to the Current Salary field and using the Merit column for any updates, planners can adjust TC directly. The finSalary field can be configured to reflect the adjusted TC, which can then be published back to Employee Central. Business rules in Employee Central will then split the updated TC value among the components (SALARY, CARALLOWANCE, HOUSEALLOWANCE) based on predefined rules, ensuring that allowances remain consistent with the employee's grade.

: SAP SuccessFactors Compensation and EC Integration Guide > Configuring Pay Component Groups > Publishing Total Compensation Components.

Explanation for Incorrect Options:

Option A involves extra custom columns and manual calculations, which increases complexity.

Option C suggests a manual import process, which is labor-intensive and contrary to integration best practices.

Option D proposes a setup where SALARY is mapped to Current Salary and TC to meritTarget, which complicates the TC update process and is less optimal for integrated workflows.

NEW QUESTION # 25

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