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## **C\_THR86\_2505 Latest Test Question - Valid C\_THR86\_2505 Exam Duration**

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q14-Q19):**

#### NEW QUESTION # 14

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- **A. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.**
- B. Remove access to Employee Profile during compensation planning.
- C. Use Role-Based Permissions to control access to only display previous years' statements.
- D. Disable access to all statements, including the prior years' statements.

**Answer: A**

Explanation:

To control visibility of the current cycle's compensation statements while allowing access to past statements, use specific settings on the current year's statements:

\* Option C: "Under the permissions of the current statement(s), change the setting to Generated statements are not viewable."

\* By changing the settings of the current year's statement to "Generated statements are not viewable," you can control access to the current cycle's statements without impacting previous years. This option is effective for validation purposes as it restricts visibility for current statements while keeping historical statements accessible.

: SAP SuccessFactors Compensation Guide > Statement Management > Setting View Permissions for Current Statements.

Explanation for Incorrect Options:

Option A (Remove access to Employee Profile) is too broad, as it would prevent access to all employee profile content, not just the current statements.

Option B would restrict access to all statements, including past years.

Option D (Use Role-Based Permissions) does not provide specific control over statement visibility by year within the same compensation module.

#### NEW QUESTION # 15

A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%. How would you proceed?

- A. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.
- B. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- **C. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.**
- D. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.

**Answer: C**

#### NEW QUESTION # 16

You are implementing compensation in an EC-integrated environment you are NOT using the promotion functionality.

To where can you publish data?

Note: There are 3 correct answers to this question.

- **A. Recurring Pay Components**
- **B. Custom MDF Objects**
- **C. Compensation Information**
- D. Job Information
- E. Employee Details

**Answer: A,B,C**

#### NEW QUESTION # 17

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.  
\*Use the finSalary field some custom columns to calculate the components publish those back to EC.
- **D. 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.

**Answer: D**

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 # 18

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- **A. Establish an organizational structure, technical foundation, transformation methodology for clean core.**
- B. Establish regular housekeeping tasks procedures.
- C. Integrate clean core practices in the end-to-end value process chain.
- **D. Establish release management.**
- **E. Define roles responsibilities as part of a process transformation office.**

**Answer: A,D,E**

## NEW QUESTION # 19

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