

# C\_THR86\_2505 Test Sample Online - Vce

## C\_THR86\_2505 Files



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SAP is one of the most powerful and rapidly growing fields nowadays. Everyone is trying to get the SAP C\_THR86\_2505 certification to improve their futures with it. Success in the test plays an important role in the up gradation of your CV and getting a good job or working online to achieve your dreams. The students are making up their minds for the SAP C\_THR86\_2505 test but they are mostly confused about where to prepare for it successfully on the first try. This confusion leads to choosing outdated material and ultimately failure in the test. The best way to avoid failure is using updated and real questions.

### SAP C\_THR86\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## Authoritative C\_THR86\_2505 Test Sample Online | Amazing Pass Rate For C\_THR86\_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation | Accurate Vce C\_THR86\_2505 Files

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q76-Q81):

#### NEW QUESTION # 76

What are the valid hierarchy types available when selecting the Method of Planner in Compensation? Note: There are 3 correct answers to this question.

- A. Standard Suite hierarchy (including Inactives)
- B. Rollup hierarchy (including Inactives)
- C. HR Manager hierarchy
- D. Standard Suite hierarchy
- E. Compensation hierarchy (Second Manager)

Answer: B,D,E

#### NEW QUESTION # 77

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

Answer: C,D

### NEW QUESTION # 78

When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When there has been a change to an eligibility rule
- B. When an administrator makes a change to Field Based Permissions
- C. When an administrator changes the layout of the compensation plan template to add a new column
- D. When there has been an update to a lookup table
- E. When a performance rating is updated

**Answer: A,D,E**

Explanation:

The "Update All Worksheets" function in SuccessFactors Compensation is essential for synchronizing employee data changes across worksheets. It's used in specific scenarios:

\* Update to a Lookup Table (Option A):

\* Lookup tables are used for values such as exchange rates, merit guidelines, or budget percentages. If these values are updated, running "Update All Worksheets" ensures that the revised values apply across all worksheets.

\* Performance Rating Update (Option B):

\* If an employee's performance rating is modified in Employee Central or Performance Management, the update function ensures that the latest rating is reflected on the Compensation worksheet, which could affect merit or bonus calculations.

\* Eligibility Rule Change (Option E):

\* Changes in eligibility criteria, such as grade level or employment status, necessitate running "Update All Worksheets" to ensure only eligible employees remain active on the worksheet, with any ineligible ones becoming grayed out or removed based on rule settings.

Excluded Options:

\* Layout Change in Template (Option C): Changes to layout don't require an update to all worksheets as this doesn't affect employee data or calculations.

\* Field Based Permissions (Option D): Field-based permission changes are applied immediately and don't require an update to worksheets.

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SAP SuccessFactors Compensation Guide, refer to the "When to Use the Update All Worksheets Function" section, detailing scenarios where data recalculations are necessary.

### NEW QUESTION # 79

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. 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.
- D. 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.

**Answer: D**

### NEW QUESTION # 80

When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When there has been a change to an eligibility rule
- B. When an administrator makes a change to Field Based Permissions
- C. When an administrator changes the layout of the compensation plan template to add a new column
- D. When there has been an update to a lookup table

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