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SAP C-THR86-2505 Exam | C-THR86-2505 Exam Pass4sure - Latest updated of C-THR86-2505 Exam Reference

No matter how much you study, it can be difficult to feel confident going into the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) exam. However, there are a few things you can do to help ease your anxiety and boost your chances of success. First, make sure you prepare with Real C-THR86-2505 Exam Dumps. If there are any concepts you're unsure of, take the time to take C-THR86-2505 practice exams until you feel comfortable.

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	• 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	• 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 4	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q21-Q26):

NEW QUESTION # 21

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

Answer: A

NEW QUESTION # 22

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change.
What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. New forms need to be created because an error will be shown.
- B. The employee becomes ineligible.
- **C. The pay grade remains the same as it was when the forms were created.**
- D. The new pay grade is displayed.

Answer: C

NEW QUESTION # 23

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).
Which columns are required?
Note: There are 2 correct answers to this question.

- **A. STATUS**

- B. USERNAME
- C. MANAGER
- D. USERID

Answer: A,D

NEW QUESTION # 24
What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

- A. Display salary history.
- B. Enter recommendations.
- C. View budgets.
- D. Promote an employee.
- E. Import salary history into the profile.

Answer: A,B,D

NEW QUESTION # 25
You configure the following salary rule in the compensation plan template:
How does the system behave?

- A. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
  * The planner can save the merit recommendation by selecting Cancel in the pop-up message.
- B. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
  * The planner can save the merit recommendation.
- C. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
  * The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- D. The rule prevents the planner from saving the merit increase.
  * The planner must go back change their merit recommendation.

Answer: A

NEW QUESTION # 26
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