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Perfect C_THR86_2505 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Valid Learning Materials

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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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	<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"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q36-Q41):

NEW QUESTION # 36

Your customer has a compensation plan template with the functional currency USD. The manager's own currency is EUR. The manager's compensation worksheet contains employees who are paid in the following currencies: EUR, USD, CHF, GBP. Which view must you enable to make sure the manager can display the salary of all of their employees in GBP?

- A. The includeLocalCurrency view
- B. The includeFunctionalCurrency view
- C. The includeAnyCurrency view
- D. The includePlannerCurrency view

Answer: A

NEW QUESTION # 37

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Report Permissions
- B. Compensation Management Permissions
- C. Executive Review Edit Permissions
- D. Executive Review Export Permissions

Answer: C

NEW QUESTION # 38

Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.

How do you build the eligibility rule to make this happen?

- A. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.
- B. Check if the Event Reason is New Hire the effective date is 2 years ago.
- C. Check the Hire Date field to see if the employee started at least 2 years ago.
- D. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.

Answer: C

Explanation:

To configure eligibility based on tenure, you can use the Hire Date field in SAP SuccessFactors to determine how long an employee

has been with the company.

* Option B: "Check the Hire Date field to see if the employee started at least 2 years ago."

* By configuring an eligibility rule that references the Hire Date, you can set criteria to check if the employee's start date is at least two years before the form's effective date. This ensures only employees with over two years of tenure are eligible for the Lump Sum : SAP SuccessFactors Compensation Admin Guide > Eligibility Rules Engine > Creating Rules Based on Hire Date.

Explanation for Incorrect Options:

Option A uses the Job Information effective date, which reflects the current position start date rather than total tenure.

Option C relies on help text and does not restrict eligibility based on tenure.

Option D is not applicable as it does not calculate tenure based on hire date but rather on an event reason, which may not always indicate the start of employment.

NEW QUESTION # 39

A customer would like percentage fields to only show decimal places if they are available. For example, 40.00% should display as 40%, but if the

Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- A. defAmountFormat #,##0##
- B. defPercentFormat #####.#####
- C. defPercentFormat #,##0.00
- **D. defPercentFormat ###0##**

Answer: D

Explanation:

The defPercentFormat ###0## configuration in SAP SuccessFactors Compensation allows percentages to display decimal points only when necessary.

* Format Explanation

* Format ###0##: This format displays whole numbers without decimal places if the value is an integer (e.g., 40% instead of 40.00%). If there are decimal values present (e.g., 40.54%), it will display them, as it does not limit the number of decimal places but adapts based on the value.

* Why Other Options Are Incorrect

* Option A (#,##0.00) forces two decimal places in all cases.

* Option B (#####.#####) allows multiple decimal places but would display extra zeros for whole numbers.

* Option C (defAmountFormat #,##0##) is used for amounts, not percentages.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Percentage and Number Formatting and Field Display Options.

NEW QUESTION # 40

Your customer has two pay components, with IDS SALARY_US SALARY_UK, that are used for employees' base salary in their respective countries. They want to plan for all employees on a single worksheet using the employees' periodic salary, NOT the annual value.

What is the best way to accomplish this?

- A. Create two custom columns map each to the pay components. Use a third custom column to display whichever is non-zero.
- B. Create two different templates use eligibility rules to ensure employees appear on the correct one.
- **C. Ensure the Used for Comp Planning flag of the pay components is set to Comp do NOT map to a specific pay component ID in the worksheet.**
- D. Create a pay component group that includes both pay components use that for the planning.

Answer: C

NEW QUESTION # 41

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