

# Valid SAP C\_THR86\_2505 Exam Question Free Updates For 1 year



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

| Topic   | Details  |
|---------|--|
| Topic 1 | <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 2 | <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 3 | <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 4 | <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>                    |

|         |   |
|---------|---|
| Topic 5 | <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> |
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## Reliable SAP C\_THR86\_2505 Test Guide & C\_THR86\_2505 Reliable Exam Online

It is similar to the C\_THR86\_2505 desktop-based software, with all the elements of the desktop practice exam. This mock exam can be accessed from any browser and does not require installation. The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C\_THR86\_2505) questions in the mock test are the same as those in the real exam. And candidates will be able to take the web-based SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C\_THR86\_2505) practice test immediately through any operating system and browsers.

### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q10-Q15):

#### NEW QUESTION # 10

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. 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.
- C. 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.
- **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 # 11

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create a read-only string field make it reloadable.
- B. Create an editable string field make it reportable.
- **C. Create an editable string field with enumerated values.**
- D. Create a read-only string field make it reportable.

**Answer: C**

#### NEW QUESTION # 12

A customer's salary process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits. The merit guideline is based upon performance rating, compa-ratio, two custom fields, Country Job Family. The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes. How can this requirement be met?

- A. Ensure the default value for all merit guidelines is non-zero.  
\*Make sure the Country Job Family columns are both reloadable.
- B. Set the Force Default On Rating Change option within guidelines to Yes.  
\*Make sure the Country column is reloadable Job Family is not.
- **C. Set the Force Default On Custom Column Change option within guidelines to Yes.**  
\*Make sure the Country column is reloadable Job Family is not.
- D. Set the Force Default On Custom Column Change option within guidelines to Yes.  
\*Make sure the Country Job Family columns are both reloadable.

**Answer: C**

Explanation:

In SAP SuccessFactors Compensation, the Force Default On Custom Column Change option in guidelines ensures that when specific custom fields change (such as Country), the merit increase is reset to its default.

This meets the requirement of resetting the merit increase only when Country changes, not when Job Family changes.

\* Configuring Force Default on Custom Column Change

\* Option D: By setting Force Default On Custom Column Change to "Yes," the system will reset the merit increase to default values whenever a change occurs in a reloadable custom field marked as critical.

\* Reloadable Columns: Making only the Country column reloadable ensures that changes in Country will trigger the reset, while Job Family changes will not affect the merit guideline.

\* Why Other Options Are Incorrect

\* Option A involves Force Default On Rating Change, which is irrelevant for custom columns like Country or Job Family.

\* Option B and Option C involve making both Country and Job Family reloadable, which does not meet the requirement to ignore Job Family changes.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Guidelines and Force Default Settings.

#### NEW QUESTION # 13

In Admin Center, you load a pay matrix table as shown in the screenshot. You map Attribute 1 to Geo Zone, Attribute 2 to Legal Entity, Attribute 3 to Pay Frequency.

On the compensation worksheet, an employee is in the UK LONDON Geo Zone, the ABC Legal Entity, Pay Frequency of BWK, Pay Grade GR-08. The employee's current range penetration is calculated as exactly 0%.

What is their current salary?

- A. 3458.0
- B. 3140.0
- **C. 2852.0**
- D. 3147.0

**Answer: C**

#### NEW QUESTION # 14

Which of the following tasks require that worksheets are moved to Complete before they can be performed?

Note: There are 2 correct answers to this question.

- A. Exporting data from Executive Review
- **B. Generating Compensation Statements**
- **C. Publishing Compensation Results in Employee Central**
- D. Compensation Plan Activity Audit

**Answer: B,C**

#### NEW QUESTION # 15

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