

SAP C-THR86-2505 Questions—Reduce Your Chance of Failure [2026]



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SAP C-THR86-2505 Exam Syllabus Topics:

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

Topic 4	<ul style="list-style-type: none"> • 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q50-Q55):

NEW QUESTION # 50

At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched the performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire. All new hires are assigned a rating of "Good".

How will these ratings appear on the Salary worksheet?

- A. Unrated
- B. N/A
- C. Too new to rate
- D. Good

Answer: A

NEW QUESTION # 51

Which of the following fields can be used to group budgets? Note: There are 2 correct answers to this question.

- A. Performance Rating (pmRating)
- B. Pay Grade (payGrade)
- C. Currency Code (localCurrencyCode)
- D. Any custom, reportable, read-only String field

Answer: C,D

NEW QUESTION # 52

Your EC-integrated template has an Effective Date of April 1 under Worksheet Settings. Your eligibility rule states that only grade 1 employees are eligible for compensation. On March 1 an employee is grade 1, but on April 15 they are promoted to grade 2. On April 16 you run Update all worksheets with the checkbox "Update worksheet to reflect any employee's eligibility changes" selected. What happens on the worksheet for this employee?

- A. The employee is removed from the worksheet.
- B. The employee remains on the worksheet but their planning fields reset to default values.
- C. The employee remains on the worksheet but becomes grayed out.
- D. The employee remains eligible for planning with no changes.

Answer: D

NEW QUESTION # 53

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Integration Suite
- C. SAP Business Accelerator Hub

Answer: C

Explanation:

SAP provides the SAP Business Accelerator Hub (formerly known as the SAP API Business Hub) as a comprehensive resource to explore released APIs for various SAP products, including SuccessFactors.

- * SAP Business Accelerator Hub
- * The Business Accelerator Hub hosts an extensive library of APIs, documentation, and use cases for SAP products. Users can explore OData, SOAP, and other available APIs specific to SAP SuccessFactors.
- * Why Other Options Are Incorrect
- * Option A (SAP Application Interface Framework) is mainly used for error handling and monitoring within on-premise SAP environments.
- * Option B (SAP Integration Suite) is used for integration scenarios but does not provide a library to explore APIs; it's intended for creating and managing integrations.
- * Reference Documentation
- * SAP Help Portal and SAP Business Accelerator Hub on Exploring and Using APIs.

NEW QUESTION # 54

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

Answer: C

NEW QUESTION # 55

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