

100% Pass SAP - C-THR86-2505 - Real SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Question



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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.

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

>> Real C-THR86-2505 Question <<

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q75-Q80):

NEW QUESTION # 75

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- **B. Define roles responsibilities as part of a process transformation office.**
- C. Establish regular housekeeping tasks procedures.
- **D. Establish an organizational structure, technical foundation, transformation methodology for clean core.**
- **E. Establish release management.**

Answer: B,D,E

NEW QUESTION # 76

When should you configure a compensation template using the Second Manager hierarchy? Note: There are 2 correct answers to this question.

- A. Your customer wants to include HR in their route map.
- **B. Your customer wants someone other than the standard manager to make compensation recommendations.**
- C. Your customer has more than three manager approval levels in their route map.
- **D. Your customer wants only directors above to do planning.**

Answer: B,D

NEW QUESTION # 77

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.
- B. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- C. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- D. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.

Answer: A

NEW QUESTION # 78

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.

The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 2-3%
* Total Increase is \$500
- B. Guideline is displayed as 4-6%
* Total Increase is \$500
- C. Guideline is displayed as 4-6%
* Total Increase is \$1,000
- D. Guideline is displayed as 2-3%
* Total Increase is \$1,000

Answer: A

NEW QUESTION # 79

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

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.

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