

# C-THR86-2505 Practice Tests & Examcollection C-THR86-2505 Vce



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Most candidates who register for SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) certification lack the right resources to help them achieve it. As a result, they face failure, which causes them to waste time and money, and sometimes even lose motivation to repeat their SAP C-THR86-2505 exam. DumpsValid will solve such problems for you by providing you with C-THR86-2505 Questions. The SAP C-THR86-2505 certification exam is undoubtedly a challenging task, but it can be made much easier with the help of DumpsValid's reliable preparation material.

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## Examcollection C-THR86-2505 Vce & C-THR86-2505 Questions Answers

As we all know, the influence of C-THR86-2505 exam guides even have been extended to all professions and trades in recent years. Passing the C-THR86-2505 exam is not only for obtaining a paper certification, but also for a proof of your ability. Most people regard SAP certification as a threshold in this industry, therefore, for your convenience, we are fully equipped with a professional team with specialized experts to study and design the most applicable C-THR86-2505 Exam prepare. We have organized a team to research and study question patterns pointing towards various learners.

## SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 2	<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 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<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>

## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q70-Q75):**

### **NEW QUESTION # 70**

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

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

**Answer: A,B,E**

### **NEW QUESTION # 71**

Your customer is going through a divestiture and would like to extract all of the historical data from compensation planning for the divested entity prior to purging the data from SAP SuccessFactors. How can you capture the compensation data from your compensation plans? Note: There are 2 correct answers to this question.

- A. Export from Executive Review.
- B. Run the Rollup report.
- C. Export from the employee history file.
- D. Run an Ad Hoc report.

**Answer: A,D**

### **NEW QUESTION # 72**

A customer is using the following number format: ###0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- A. 0
- B. 1

- C. 2
- D. 3

**Answer: B**

#### **NEW QUESTION # 73**

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. **SOAP**
- B. **OData**
- C. IDoc
- D. RFC

**Answer: A,B**

Explanation:

SAP recommends using OData and SOAP APIs to achieve clean core integrations with SAP SuccessFactors.

These API types are designed to work within the SAP ecosystem and support integration scenarios without impacting the core system structure.

\* OData API

\* OData is a REST-based API standard and is SAP's preferred choice for modern, scalable, and lightweight integrations, especially within SuccessFactors. It is ideal for clean core integrations that interact with business data.

\* SOAP API

\* SOAP is a widely used API protocol in SAP integrations and is highly structured, making it suitable for clean and stable integrations. Many SuccessFactors services support SOAP, especially for HR and payroll-related integrations.

\* Why Other Options Are Incorrect

\* Option B (IDoc) and Option C (RFC) are older SAP interface protocols typically used for SAP ECC or SAP S/4HANA on-premise integrations, but they are not generally recommended for SuccessFactors clean core cloud integrations.

\* Reference Documentation

\* SAP SuccessFactors Integration Guide on OData and SOAP API Usage.

#### **NEW QUESTION # 74**

What is the recommended leading practice workflow for a compensation template?

- A. Manager Planning → Next Level Manager Review → Compensation Admin Review → HR Manager Planning → Complete
- B. Process Setup Manager Planning → Next Level Manager Review → Third Level Manager Review → Complete
- C. Manager Planning → Next Level Manager Review → HR Manager Planning → Complete
- D. **Process Setup → Manager Planning → Next Level Manager Review → Final Review → Complete**

**Answer: D**

#### **NEW QUESTION # 75**

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