

C-THR86-2505 Practice Guide & C-THR86-2505 Certification Cost



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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> • 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 5	<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 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.

>> C-THR86-2505 Practice Guide <<

Study Material For SAP C-THR86-2505 Exam Questions

When you decide to pass the SAP C-THR86-2505 exam and get relate certification, you must want to find a reliable exam tool to prepare for exam. That is the reason why I want to recommend our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation C-THR86-2505 Prep Guide to you, because we believe this is what you have been looking for.

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

NEW QUESTION # 70

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table", customCountry, 1))/100.

The lookup table "budget_table" is configured with one input one output. There are three rows in the table:

*USA = 5

*GBR = 3

**=-2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Change the column to be of the Amount type.
- **B. Surround the lookup function with the toNumber function.**
- C. Surround the curSalary with the toString function.
- D. Remove the extra parentheses.

Answer: B

Explanation:

In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:

* Option B: "Surround the lookup function with the toNumber function."

* In this formula, (curSalary lookup("budget_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget_table", customCountry, 1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.

: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.

Explanation for Incorrect Options:

Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.

Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.

Option D does not impact the data type and thus would not resolve the issue.

NEW QUESTION # 71

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. Set the Force Default On Custom Column Change option within guidelines to Yes.**

***Make sure the Country column is reloadable Job Family is not.**

- 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. Ensure the default value for all merit guidelines is non-zero.
*Make sure the Country Job Family columns are both reloadable.
- 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: A

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 # 72

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Disable access to all statements, including the prior years' statements.
- **B. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.**
- C. Use Role-Based Permissions to control access to only display previous years' statements.
- D. Remove access to Employee Profile during compensation planning.

Answer: B

Explanation:

To control visibility of the current cycle's compensation statements while allowing access to past statements, use specific settings on the current year's statements:

* Option C: "Under the permissions of the current statement(s), change the setting to Generated statements are not viewable."

* By changing the settings of the current year's statement to "Generated statements are not viewable," you can control access to the current cycle's statements without impacting previous years. This option is effective for validation purposes as it restricts visibility for current statements while keeping historical statements accessible.

: SAP SuccessFactors Compensation Guide > Statement Management > Setting View Permissions for Current Statements.

Explanation for Incorrect Options:

Option A (Remove access to Employee Profile) is too broad, as it would prevent access to all employee profile content, not just the current statements.

Option B would restrict access to all statements, including past years.

Option D (Use Role-Based Permissions) does not provide specific control over statement visibility by year within the same compensation module.

NEW QUESTION # 73

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 # 74

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. 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.
- C. 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.
- D. 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.

Answer: C

NEW QUESTION # 75

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