

New C-THR86-2505 Exam Topics - Free C-THR86-2505 Vce Dumps



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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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"> • 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 5	<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.

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Free C-THR86-2505 Vce Dumps & Test C-THR86-2505 Questions Pdf

Our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) exam dumps comes in three formats: SAP C-THR86-2505 PDF dumps file, desktop-based practice test software, and a web-based practice exam. These versions are specially designed to make SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) preparation for users easier. C-THR86-2505 Questions in these formats of PassTestking's material are enough grasp every test topic in the shortest time possible.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q23-Q28):

NEW QUESTION # 23

When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When a performance rating is updated
- B. When an administrator makes a change to Field Based Permissions
- C. When there has been an update to a lookup table
- D. When an administrator changes the layout of the compensation plan template to add a new column
- E. When there has been a change to an eligibility rule

Answer: A,C,E

NEW QUESTION # 24

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.

How can you accomplish this?

- A. Create multiple statement templates use groups.
- B. Use two compensation worksheet templates.
- C. Use the suppress statement function.
- D. Use conditional text sections in the statement editor.

Answer: D

Explanation:

In SAP SuccessFactors Compensation, you can use conditional text sections to display different content based on performance ratings or other criteria.

* Using Conditional Text Sections

* Option C: Conditional text sections allow the statement editor to show specific text for employees based on defined conditions, such as performance ratings. This way, employees with low ratings can see one version of text, while those with high ratings see another.

* Why Other Options Are Incorrect

* Option A (multiple templates) is more complex and unnecessary when conditional text is sufficient.

* Option B (two worksheet templates) adds administrative complexity.

* Option D (suppress statement function) is used to hide statements, not to vary the content based on conditions.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Statement Editor and Conditional Text Setup.

NEW QUESTION # 25

Your customer would like the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review. However, they want to make sure that this is only possible during the last week of the planning cycle. How can you achieve this?

- A. Create a custom read-only Money field change read-only to No on the correct date.
- **B. Create a custom editable Money field. In the formula to calculate the final salary, use the dateDiff() function to determine if the custom column can override the calculated value.**
- C. Create a custom editable Money field with field-based permissions set to read-only. Change the permissions to editable on the correct date.
- D. Create a custom editable Money field use custom validation to check that values are NOT entered until the correct date.

Answer: B

NEW QUESTION # 26

You configured merit guidelines as shown in the screenshot.

If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

- **A. 2%-4%**
- B. 1%-2%
- C. 3%-5%
- D. 0%-0%

Answer: A

NEW QUESTION # 27

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- B. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.
- **C. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.**
- D. Select "Including Inactive Users when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.

Answer: C

Explanation:

To include a specific population of inactive employees in the worksheet, select settings that specify inclusion criteria for inactive users and adjust eligibility accordingly.

* Option C: "Select 'Including Inactive Users' when defining the Method of Planner, select 'All employees are eligible' under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees."

* By enabling the "Including Inactive Users" option, planners can ensure that inactive employees are part of the worksheet. Setting "All employees are eligible" provides a base eligibility, while the eligibility rules can then specifically include only the desired inactive employees based on criteria set in the rule.

: SAP SuccessFactors Compensation Guide > Eligibility Configuration > Including Inactive Users in Worksheets.

Explanation for Incorrect Options:

Option A would exclude desired inactive employees instead of including them.

Option B does not set the "Including Inactive Users" option, which is necessary for inactive employees.

Option D does not include inactive employees in the initial settings, missing the requirement for the "Including Inactive Users" setting.

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