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Maybe you are busy with your work and family, and do not have enough time for preparation of C_THR86_2505 certification. Now, the SAP C_THR86_2505 useful study guide is specially recommended to you. The C_THR86_2505 questions & answers are selected and checked with a large number of data analysis by our experienced IT experts. So the contents of BraindumpsPrep C_THR86_2505 Pdf Dumps are very easy to understand. You can pass with little time and energy investment.

SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
Topic 3	• 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 4	• 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	• 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 6	• 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 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q56-Q61):

NEW QUESTION # 56
Which of the following scenarios involving a Lookup table are valid solutions to a customer requirement?
Note: There are 2 correct answers to this question.

- A. To determine a budget percentage that is based upon employee Country Job Category.
- B. To determine the median salary of an employee based upon Pay Grade, Legal Entity, FTE.
- C. To determine the proper Event Reason for EC publishing based on employee Country.
- D. To choose between two Event Reasons for EC publishing based upon whether an employee received a promotion with their pay adjustment.

Answer: A,C

NEW QUESTION # 57
Which actions are controlled by role-based permissions? Note: There are 2 correct answers to this question.

- A. Editing columns on a worksheet
- B. Making changes through Executive Review
- C. Opening compensation worksheets
- D. Updating a Compensation Statement

Answer: B,D

NEW QUESTION # 58
Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Executive Review - Mass Action permission.
- B. The user needs the Executive Review - Import permission.
- C. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.
- D. The user needs the Executive Review - Export permission.
- E. The user needs the Executive Review - Edit permission.

Answer: B,D,E

NEW QUESTION # 59
Your customer uses SAP SuccessFactors Employee Central has the following setup:
*Pay Component (id = "SALARY")
*Pay Component (id = "CARALLOWANCE")
*Pay Component (id = "HOUSEALLOWANCE")
*Pay Component Group (id = "TC") made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.
The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- A. Map TC to the standard Current Salary field.
  *Use the Merit column for the TC update.
  *Extract the new TC with a report manually create import files to update EC.
- B. Map SALARY to the standard Current Salary field TC to meritTarget.
  *Use merit to update the TC use custom fields to allow planners to update the allowances.
  *Publish each component back separately.
- C. Map TC to the standard Current Salary field.
  *Use the Merit column for the TC update.
  *Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- D. Map TC to the standard Current Salary field.
  *Use the Merit column for the TC update.
  *Use the finSalary field some custom columns to calculate the components publish those back to EC.

Answer: C

Explanation:
When a customer uses SAP SuccessFactors Employee Central with specific pay components and a Pay Component Group (PCG) designated for total cash (TC), integration configurations can help manage the pay components based on the planner's adjustments in the compensation module. Here's how the setup can be achieved to maximize integration and minimize manual updates:
* Option B: "Map TC to the standard Current Salary field. Use the Merit column for the TC update.
Publish the finSalary value back to the pay component group in EC and have business rules split the sum into the components."
* By mapping the total cash (TC) to the Current Salary field and using the Merit column for any updates, planners can adjust TC directly. The finSalary field can be configured to reflect the adjusted TC, which can then be published back to Employee Central. Business rules in Employee Central will then split the updated TC value among the components (SALARY, CARALLOWANCE, HOUSEALLOWANCE) based on predefined rules, ensuring that allowances remain consistent with the employee's grade.
: SAP SuccessFactors Compensation and EC Integration Guide > Configuring Pay Component Groups > Publishing Total Compensation Components.
Explanation for Incorrect Options:
Option A involves extra custom columns and manual calculations, which increases complexity.
Option C suggests a manual import process, which is labor-intensive and contrary to integration best practices.
Option D proposes a setup where SALARY is mapped to Current Salary and TC to meritTarget, which complicates the TC update process and is less optimal for integrated workflows.

NEW QUESTION # 60
Your client wants to display a paragraph in the body of the Compensation Statement that is displayed only to employees who are on a Performance Improvement Plan (PIP). An employee is on a PIP if they have a rating of 1 or 2. The standard Rating column is available on the worksheet.
However, the client does not want the rating itself to ever be displayed on the Statement. How can you satisfy this requirement?

- A. Include the rating on the statement in the right section.
  *Include a Conditional Text Section on the statement using the rating field as a condition.
  *Ensure the rating field is hidden on the statement by setting an impossible display condition.
- B. Add a paragraph to the body of the Statement that states that the section applies only to those who are on a Performance Improvement Plan those employees who are not may ignore the paragraph.
- C. Include a Conditional Text Section on the statement using the rating field as a condition because all columns on the worksheet are available for conditional logic.
  *Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- D. Include the rating on the statement in the right section.
  *Include a Conditional Text Section on the statement using the rating field as a condition.
  *Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.

Answer: C

Explanation:
To meet the requirement of displaying a paragraph only for employees on a Performance Improvement Plan (PIP) without showing the rating, the use of conditional text combined with field-based permissions is the best approach.
* Conditional Text Section and Field-Based Permissions
* Option D: A conditional text section allows you to set conditions (such as rating equals 1 or 2) to display specific content only for

certain employees. Using field-based permissions to hide the rating ensures it is not displayed on the worksheet or statement.
* Why Other Options Are Incorrect
* Options A and B involve including the rating in the statement, which the client does not want.
* Option C (adding a paragraph for all employees with a note) does not selectively display the content based on PIP status.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Conditional Text Sections and Field-Based Permissions.

NEW QUESTION # 61

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