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The candidates can test themselves for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation exam day by attempting the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation C_THR86_2505 practice test on the software. There is preparation material available on the C_THR86_2505 Practice Exam software by DumpsMaterials to study for the SAP C_THR86_2505 test.

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	• 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 3	• 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 4	• 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 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q74-Q79):

NEW QUESTION # 74

Which of the following updates require worksheets to be relaunched? Note: There are 2 correct answers to this question.

- A. Modify the route map.
- B. Revise field-based permissions.
- C. Update a formula in a custom column.
- D. Update lookup table contents.

Answer: B,D

NEW QUESTION # 75

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

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

Answer: B,C,E

NEW QUESTION # 76

A customer would like percentage fields to only show decimal places if they are available. For example, 40.00% should display as 40%, but if the Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- A. defPercentFormat #####.#####
- B. defPercentFormat #,###0.00
- C. defPercentFormat ###0##
- D. defAmountFormat #,###0##

Answer: C

NEW QUESTION # 77

What action is required to enable Employee Central integration for a template?

- **A. Provide an effective date**
- B. Enable field-based permissions.
- C. Reload guidelines.
- D. Update pay guide format.

Answer: A

Explanation:

In SAP SuccessFactors Compensation, enabling integration with Employee Central requires specifying an effective date. This date is essential because Employee Central (EC) integration pulls data that is time- dependent, such as employee job information, pay components, and other relevant details.

* Providing an Effective Date for Integration

* Effective Date: Setting an effective date in the compensation template is necessary to synchronize data accurately from Employee Central. The system uses this date to retrieve the correct employee data as of that specific point in time.

* Why Other Options Are Incorrect

* Option A (field-based permissions) relates to access control but is not specifically required for enabling EC integration.

* Option B (reload guidelines) is used when updating or reloading guideline data but does not affect EC integration.

* Option C (update pay guide format) is unrelated to Employee Central integration.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Employee Central Integration Setup and Effective Date Configuration.

NEW QUESTION # 78

Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
*Define each guideline formula with a default value of 10.
- B. Set the guideline pattern to be low-high.
*Set the high value for all guidelines to be 10.
- **C. Enable a hard limit stop for the merit guideline in Admin Center.**
***Set the maximum value to 10 for all guideline formulas.**
- D. Enable a hard limit stop for the merit guideline in Admin Center.
*Set the maximum value to 0.10 for all guideline formulas.

Answer: C

NEW QUESTION # 79

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