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SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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.

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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) certification exam is one of the top-rated career advancement certification exams. The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) certification exam can play a significant role in career success. With the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) certification you can gain several benefits such as validation of skills, career advancement, competitive advantage, continuing education, and global recognition of your skills and knowledge. The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) certification is a valuable credential that assists you to enhance your existing skills and experience.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q65-Q70):

NEW QUESTION # 65
You configure the following salary rule in the compensation plan template:
How does the system behave?

- A. The rule prevents the planner from saving the merit increase.
  * The planner must go back change their merit recommendation.
- B. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
  * The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- C. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
  * The planner can save the merit recommendation.
- D. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
  * The planner can save the merit recommendation by selecting Cancel in the pop-up message.

Answer: D

NEW QUESTION # 66
Your non-EC customer wants only users in Pay Grade 1 2 to be ineligible for Lump Sum; Pay Grades 3 through 9 are eligible.
What can you do to fulfill this requirement?
Note: There are 3 correct answers to this question.

- A. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay

Grades 1 2 ineligible for the Lump Sum field.
- B. Start with all employees are eligible. In the UDF, set the LUMPSUM ELIGIBLE field to FALSE for Grades 1 2, TRUE for Grades 3 through 9.
- C. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 3 through 9 eligible for the Lump Sum field.
- D. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- E. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that goes through the eligible Pay Grades makes them eligible for the Lump Sum field.

Answer: B,D,E

NEW QUESTION # 67
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. Remove access to Employee Profile during compensation planning.
- B. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.
- C. Disable access to all statements, including the prior years' statements.
- D. Use Role-Based Permissions to control access to only display previous years' statements.

Answer: B

NEW QUESTION # 68
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks procedures.
- B. Define roles responsibilities as part of a process transformation office.
- C. Establish an organizational structure, technical foundation, transformation methodology for clean core.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish release management.

Answer: B,C,E

NEW QUESTION # 69
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.
  * Use the finSalary field some custom columns to calculate the components publish those back to 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.
  * Extract the new TC with a report manually create import files to update EC.

Answer: C

NEW QUESTION # 70

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