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SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 4	• 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 5	• 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.

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When we choose the employment work, you will meet a bottleneck, how to let a company to choose you to be a part of him? We would say ability, so how does that show up? There seems to be only one quantifiable standard to help us get a more competitive job, which is to get the test C_THR86_2505certification and obtain a qualification. If you want to have a good employment platform, then take office at the same time there is a great place to find that we have to pay attention to the importance of

qualification examination.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q14-Q19):

NEW QUESTION # 14
Your client wishes to limit new employee salaries so that no employee can exceed 125% compa- ratio. They do not award lump sums.
How can you configure the worksheet to meet this requirement? Note: There are 2 correct answers to this question.

- A. Create a custom validation of type Error to ensure that the column curRatio is less than 125.
- B. Create a standard validation of type "disallow" action "exceed" with the Threshold at 125.
- C. Create a standard validation of type "splitOrDisallow" action "exceed" with the Threshold at 125.
- D. Create a custom validation of type Error to ensure that the column compaRatio is less than 125.

Answer: B,D

NEW QUESTION # 15
Your client wants to restrict entry into the Lump Sum field to only members of the reward team. How can you achieve this?

- A. Set the Lump Sum field to read-only to prevent planners from using it.
- B. Use field-based permissions on the Lump Sum field a permission group of named individuals.
- C. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.
- D. Use mass actions through the Executive Review.

Answer: B

NEW QUESTION # 16
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. Use Role-Based Permissions to control access to only display previous years' statements.
- C. Remove access to Employee Profile during compensation planning.
- D. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.

Answer: D

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 # 17
What triggers can be used to force a planner to add comments without using custom validations? Note: There are 2 correct answers to this question.

- A. When an employee's raise exceeds the range penetration maximum.
- B. Any time an employee is given a raise, stock, or options.
- C. When an employee's final salary is below range penetration minimum.
- D. An employee is NOT given a raise, stock, or options at all.

Answer: B,D

NEW QUESTION # 18
In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).
Which columns are required?
Note: There are 2 correct answers to this question.

- A. USERID
- B. STATUS
- C. MANAGER
- D. USERNAME

Answer: A,B

NEW QUESTION # 19
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