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For SAP professionals, passing the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation exams such as the C-THR86-2505 Exam is essential to achieve their dream professional life. However, passing the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) Exam is not an easy task, especially for those with busy schedules who need time to prepare well for the C-THR86-2505 Exam. To ensure success on the C-THR86-2505 Exam, you need SAP C-THR86-2505 Exam Questions that contain all the relevant information about the exam.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q48-Q53):

NEW QUESTION # 48

You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.

An employee in the US has a rating of 3. What will be their default merit increase?

- A. 4%
- B. 0%
- C. 1%
- D. 2%

Answer: D

Explanation:

When an employee's merit increase is determined by a guideline formula based on performance rating and country:

* Option C: "2%"

* For an employee in the US with a performance rating of 3, the configured guideline specifies a 2% merit increase. This default increase applies according to the rule setup in the guideline formulas.

: SAP SuccessFactors Compensation Guide > Guideline Rules > Configuring Merit Guideline Formulas by Performance Rating and Country.

Explanation for Incorrect Options:

Options A, B, and D do not align with the specific merit increase configured for a rating of 3 in the US.

NEW QUESTION # 49

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Executive Review Edit Permissions
- B. Compensation Management Permissions
- C. Report Permissions
- D. Executive Review Export Permissions

Answer: A

Explanation:

In SAP SuccessFactors Compensation, granting the appropriate permissions to HR Business Partners (HRBPs) is crucial to supporting the salary review process effectively while maintaining data security and integrity. The following permissions are typically managed with caution:

* Executive Review Edit Permissions (Option C):

* It is not recommended to grant all HRBPs "Executive Review Edit Permissions" as this allows for extensive changes across compensation plans, which may be inappropriate for all HRBP roles. This permission should generally be reserved for high-level administrators or managers who need to make adjustments at the executive review level.

Other Permissions:

* Executive Review Export Permissions (Option A) and Report Permissions (Option B) are commonly provided to HRBPs for data analysis.

* Compensation Management Permissions (Option D) is often necessary for HRBPs to carry out their roles effectively, enabling them to manage employee compensation-related tasks.

:

SAP SuccessFactors Role-Based Permissions Guide and Compensation Administration documentation, under sections detailing "Executive Review Permissions" and recommended access settings for HRBPs.

NEW QUESTION # 50

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

- A. Define roles responsibilities as part of a process transformation office.
- B. Integrate clean core practices in the end-to-end value process chain.

- C. Establish an organizational structure, technical foundation, transformation methodology for clean core.
- D. Establish release management.
- E. Establish regular housekeeping tasks procedures.

Answer: A,C,D

NEW QUESTION # 51

A customer's salary process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits. The merit guideline is based upon performance rating, compa-ratio, two custom fields, Country Job Family. The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes. How can this requirement be met?

- A. Set the Force Default On Custom Column Change option within guidelines to Yes.
*Make sure the Country column is reloadable Job Family is not.
- B. Ensure the default value for all merit guidelines is non-zero.
*Make sure the Country Job Family columns are both reloadable.
- C. Set the Force Default On Rating Change option within guidelines to Yes.
*Make sure the Country column is reloadable Job Family is not.
- D. Set the Force Default On Custom Column Change option within guidelines to Yes.
*Make sure the Country Job Family columns are both reloadable.

Answer: A

Explanation:

In SAP SuccessFactors Compensation, the Force Default On Custom Column Change option in guidelines ensures that when specific custom fields change (such as Country), the merit increase is reset to its default.

This meets the requirement of resetting the merit increase only when Country changes, not when Job Family changes.

* Configuring Force Default on Custom Column Change

* Option D: By setting Force Default On Custom Column Change to "Yes," the system will reset the merit increase to default values whenever a change occurs in a reloadable custom field marked as critical.

* Reloadable Columns: Making only the Country column reloadable ensures that changes in Country will trigger the reset, while Job Family changes will not affect the merit guideline.

* Why Other Options Are Incorrect

* Option A involves Force Default On Rating Change, which is irrelevant for custom columns like Country or Job Family.

* Option B and Option C involve making both Country and Job Family reloadable, which does not meet the requirement to ignore Job Family changes.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Guidelines and Force Default Settings.

NEW QUESTION # 52

Your EC-integrated client wishes to plan on monthly salaries for employees in the UK, but on annual salaries for employee in the US. All employees have their salaries stored in EC with a single pay component with a frequency of "monthly" because of payroll integration constraints.

Which of the following options is a solution for this requirement?

- A. Use two different pay components for salary with the US one having the "Use for Comp Planning" set to "None" the UK one set to "Comp."
- B. Use meritTarget set to the pay component value divided by 12.
- C. Use two templates with one having curSalary mapped to the pay component the other on the pay component group.
- D. Include the unitsPerYear standard column set it to 12.

Answer: C

NEW QUESTION # 53

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