

Reliable C-THR86-2505 Dumps Questions - C-THR86-2505 Reliable Exam Answers



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SAP C-THR86-2505 Exam Syllabus Topics:

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

- **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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q38-Q43):

NEW QUESTION # 38

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

Answer: A,B

Explanation:

In SAP SuccessFactors Compensation, comments can be required to provide context or justification for certain compensation decisions, without the need for custom validations.

* Force Comments Based on Actions Taken or Not Taken

* Option A: When an employee is awarded a raise, stock, or options, SuccessFactors can be configured to prompt a mandatory comment. This is managed through standard settings without custom validation.

* Option C: Conversely, if an employee does not receive a raise, stock, or options, a forced comment rule can ensure planners justify this decision.

* Why Other Options Are Incorrect

* Options B and D are not standard triggers for forced comments in SAP SuccessFactors Compensation. These types of validations would typically require custom validation logic.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Standard Comment Rules and Force Comment Settings.

NEW QUESTION # 39

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table",customCountry,1))/100.

The lookup table "budget_table" is configured with one input one output. There are three rows in the table:

* USA = 5

* GBR = 3

* *=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Change the column to be of the Amount type.
- B. Remove the extra parentheses.
- C. Surround the curSalary with the toString function.
- D. Surround the lookup function with the toNumber function.

Answer: D

NEW QUESTION # 40

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- A. By exporting troubleshooting information found on the Define Planners screen
- B. By using the Check Tool
- C. By using the Rollup Hierarchy report
- D. By changing the Method of Planner to Compensation Manager Hierarchy

Answer: A,B

Explanation:

To check for breaks in the Planning Manager Hierarchy in SAP SuccessFactors Compensation, you can use the following methods:
* Export troubleshooting information from the Define Planners screen: This option allows you to download a file that shows detailed planner hierarchy information, enabling you to identify gaps or breaks in the structure.

References: SAP SuccessFactors Compensation User Guide - Troubleshooting and Hierarchy Management.

NEW QUESTION # 41

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

Answer: C

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 # 42

A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%. How would you proceed?

- A. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- B. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.
- C. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.
- D. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.

Answer: C

NEW QUESTION # 43

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