SAP C-THR86-2505 Certification Exam Questions in 3 User-Friendly Formats
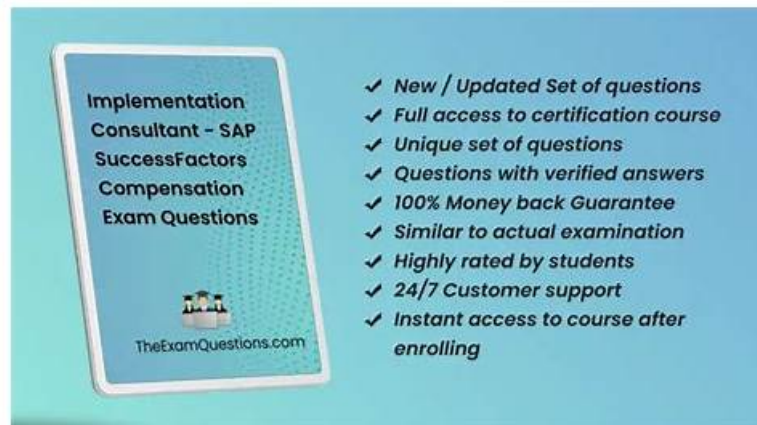
The test software used in our products is a perfect match for Windows' C-THR86-2505 learning material, which enables you to enjoy the best learning style on your computer. Our C-THR86-2505 certification guide also use the latest science and technology to meet the new requirements of authoritative research material network learning. Unlike the traditional way of learning, the great benefit of our C-THR86-2505 learning material is that when the user finishes the exercise, he can get feedback in the fastest time. So, users can flexibly adjust their learning plans according to their learning schedule. We hope that our new design of SAP Certified Associate test questions will make the user's learning more interesting and colorful.

SAP C-THR86-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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.

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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C-THR86-2505) questions are being offered in three easy-to-use and different formats. These formats are SAP Dumps PDF, desktop-based SAP C-THR86-2505 practice test software, and web-based C-THR86-2505 practice exam. All these three C-THR86-2505 Exam Dumps formats contain real, valid, and updated C-THR86-2505 exam questions that surely repeat in the upcoming C-THR86-2505 exam and you

can easily pass the SAP C-THR86-2505 exam on the first attempt.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q28-Q33):

NEW QUESTION # 28
For which customer requirement do you need to develop a custom statement?

- A. Field visibility is conditional on amount
- B. Different statements per employee group
- C. Mix of data from compensation variable pay
- D. Pie graph showing compensation element distribution

Answer: D

Explanation:
SAP SuccessFactors Compensation statements do not support advanced graphical elements like pie charts directly within standard statements.
* Creating Custom Statements for Graphs
* Option B: A custom statement would be required to include advanced elements such as pie graphs, as standard statement templates do not natively support graphical components.
* Why Other Options Are Incorrect
* Option A (mix of data from compensation and variable pay), Option C (different statements per employee group), and Option D (conditional field visibility based on amount) are all possible with standard statement configurations.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Custom Statement Development and Standard vs. Custom Statement Capabilities.

NEW QUESTION # 29
Your client has two salary plans - one for Executives another for non-Executives. Which tool can be used to combine the results from both templates in a single output document?
Note: There are 2 correct answers to this question.

- A. Story reports
- B. Ad Hoc report
- C. Aggregate export
- D. Executive Review

Answer: B,C

NEW QUESTION # 30
Your client uses a Salary Pay Matrix table for Pay Ranges. What are some Leading Practices Considerations around the maintenance use of these tables? Note: There are 2 correct answers to this question.

- A. Salary range tables should always be provided in the client's Functional Currency.
- B. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.
- C. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.
- D. Do not update salary range tables that were referenced in forms that have been launched for a prior cycle.

Answer: C,D

NEW QUESTION # 31
Your customer has implemented SAP SuccessFactors Employee Central (EC) now wishes to implement a single global compensation template. However, only part of the organization is in Employee Central. Some countries are still using SAP ERP, but there are plans to move to SAP SuccessFactors Employee Central over the next two years. The customer wants to use the Compensation module to plan for all employees, regardless of where their employee data sits.
What is the recommended approach to this scenario?

- A. Create a single non-integrated template, export the EC employees, import them via UDF.
- B. Create a single EC-integrated template use the Hybrid Template option.
- C. Create two templates - one with EC integration one without.
- D. Suggest a phased approach where the non-EC employees become part of the process later as they migrate.

Answer: B

NEW QUESTION # 32
Your customer has the following requirements for their compensation plan:
1.Allow planners to make recommendations outside of the high/low values.
2. Display only the max min values in the compensation worksheet.
Which guideline rule settings must you set to fulfill these requirements?

- A. In Display Settings use min-max
  *Hard Limit: No
  *High/Low Action: Allow
- B. In Display Settings use low-high
  *Hard Limit: Yes
  *High/Low Action: Allow
- C. In Display Settings use min-max
  *Hard Limit: No
  *High/Low Action: Warn
- D. In Display Settings use min-max
  *Hard Limit: Yes
  *High/Low Action: Allow

Answer: A

Explanation:
To allow planners to make recommendations outside of the high/low values but only display max and min values on the worksheet:
* Option A: "In Display Settings use min-max, Hard Limit: No, High/Low Action: Allow"
* Min-max display shows only the minimum and maximum guideline values. Setting Hard Limit to "No" allows planners to make recommendations outside these values, and High/Low Action:
Allow enables the flexibility needed by the client.
: SAP SuccessFactors Compensation Guide > Guideline Management > Setting High/Low and Hard Limit Options.
Explanation for Incorrect Options:
Options B, C, and D include settings that would restrict planner flexibility or incorrectly display guideline ranges.

NEW QUESTION # 33
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