

# **SAP C\_THR86\_2505 Valid Test Pattern & Latest C\_THR86\_2505 Test Pass4sure**



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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q29-Q34):**

### NEW QUESTION # 29

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

**Answer: A**

### NEW QUESTION # 30

What is the recommended leading practice workflow for a compensation template?

- A. Manager Planning # Next Level Manager Review # Compensation Admin Review # HR Manager Planning # Complete
- B. Process Setup Manager Planning # Next Level Manager Review # Third Level Manager Review # Complete
- C. Process Setup # Manager Planning # Next Level Manager Review # Final Review # Complete
- D. Manager Planning # Next Level Manager Review # HR Manager Planning # Complete

**Answer: C**

Explanation:

The recommended workflow for compensation templates ensures structured review and approval, following best practices to ensure accuracy and compliance in compensation decisions.

- \* Recommended Workflow Stages
- \* Process Setup: The Compensation Admin configures the process.
- \* Manager Planning: Line managers make initial compensation recommendations.
- \* Next Level Manager Review: Next-level managers review and adjust recommendations as necessary.
- \* Final Review: HR or Compensation Admin conducts a final review to ensure compliance and data accuracy.
- \* Complete: The process is finalized and completed.
- \* Why Other Options Are Incorrect
  - Options B, C, and D omit the Final Review or include additional manager levels not typically required, making them less aligned with the standard leading practice.
- \* Reference Documentation
- \* SAP SuccessFactors Compensation Guide on Compensation Cycle Workflow and Template Setup.

### NEW QUESTION # 31

Which of the following requires the use of custom validations? Note: There are 2 correct answers to this question.

- A. An error message when the maximum guideline is exceeded
- B. A warning message when the budget is exceeded
- C. An error message when planners enter a promotion without changing pay grade
- D. An error message when adjustments are entered in two different fields

**Answer: B,C**

### NEW QUESTION # 32

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The

CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND\_MANAGER columns?

- A. MANAGER: blank  
\* SECOND MANAGER: blank
- B. MANAGER: blank  
\* SECOND MANAGER: NO\_MANAGER
- C. MANAGER: NO\_MANAGER  
\* SECOND MANAGER: blank
- D. MANAGER: NO\_MANAGER  
\* SECOND\_MANAGER: NO\_MANAGER

**Answer: D**

#### **NEW QUESTION # 33**

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

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

**Answer: A,C,E**

#### **NEW QUESTION # 34**

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