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The valid SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation (C_THR86_2505) practice tests are available in C_THR86_2505 pdf format which works on all smart devices. When you have all the actual C_THR86_2505 questions in a pdf document, it will be easy for you to prepare successfully for the C_THR86_2505 test in a short time. Practice makes a man perfect and we can apply the same thing here.

SAP C_THR86_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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.
Topic 2	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none">• 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 4	<ul style="list-style-type: none">• Managing Employee Specific Data: This section of the exam assesses the skills of SAP Consultants in handling employee-specific data used in compensation planning. It includes importing and mapping fields like pay, performance, and custom metrics.

Topic 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q16-Q21):

NEW QUESTION # 16

What can be configured under Define Standard Validation Rules? Note: There are 2 correct answers to this question.

- A. Force comment when recommendation is outside guidelines.
- B. Disallow save when budget is exceeded.
- C. Split to Lump Sum when exceeding salary range.
- D. Update guideline hard limit.

Answer: A,C

NEW QUESTION # 17

Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.
- B. The user needs the Executive Review - Export permission.
- C. The user needs the Executive Review - Mass Action permission.
- D. The user needs the Executive Review - Edit permission.
- E. The user needs the Executive Review - Import permission.

Answer: B,D,E

NEW QUESTION # 18

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. IDoc
- B. OData
- C. RFC
- D. SOAP

Answer: B,D

NEW QUESTION # 19

Which of the following customer scenarios is a good use of the Suppress Statement function? Note: There are 2 correct answers to this question.

- A. Employees who were hired after a certain date do NOT get a statement.
- B. Employees in one country get a statement at a different time from those in other countries.
- C. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.
- D. Employees who are on a performance improvement plan get a different statement from those who are not.

Answer: A,C

Explanation:

The Suppress Statement function in SAP SuccessFactors Compensation is used to selectively prevent statement generation for specific employee groups based on predefined criteria.

* Option A: "Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement."

* This scenario is a suitable use of the Suppress Statement function. Only employees who receive RSU (Restricted Stock Units) grants will have a statement generated, while those without RSUs will not. This selective suppression prevents irrelevant statements from being issued.

: SAP SuccessFactors Compensation Guide > Statement Management > Suppressing Statements Based on Eligibility Criteria.

Option B: "Employees who were hired after a certain date do NOT get a statement." Employees hired after a specific date, often set as a cutoff for eligibility in a compensation cycle, can be excluded from statement generation using the Suppress Statement function. This prevents issuing statements to employees who were not part of the compensation cycle or plan.

Reference: SAP SuccessFactors Compensation Guide > Statement Management > Using Suppress Statement Function for Hire Date Criteria.

Explanation for Incorrect Options:

Option C (Employees in one country get a statement at a different time) does not directly relate to suppression; it is better managed by scheduling or workflow controls.

Option D (Employees on a performance improvement plan receive a different statement) would be handled by creating a separate template rather than using the Suppress Statement function.

NEW QUESTION # 20

A customer would like percentage fields to only show decimal places if they are available. For example, 40.00% should display as 40%, but if the Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- A. defPercentFormat ###0##
- B. defPercentFormat #####.#####
- C. defAmountFormat #,##0##
- D. defPercentFormat #,##0.00

Answer: A

NEW QUESTION # 21

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