



SAP C_THR86_2305 STUDY GUIDE PDF

SAP SF Comp Certification Questions & Answers

Details of the Exam-Syllabus-Questions

C_THR86_2305

SAP Certified Application Associate - SAP SuccessFactors Compensation 1H/2023

80 Questions Exam – 65% Cut Score – Duration of 180 minutes

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Get an Overview of the C_THR86_2305 Certification:

Who should take the [C_THR86_2305 exam](#)? This is the first question that comes to a candidate's mind when preparing for the SF Comp certification. The C_THR86_2305 certification is suitable for candidates who are keen to earn knowledge on the SuccessFactors and grab their SAP Certified Application Associate - SAP SuccessFactors Compensation 1H/2023. When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But C_THR86_2305 study guide PDF is here to solve the problem. C_THR86_2305 PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

Why Should You Earn the SAP C_THR86_2305 Certification?

There are several reasons why one should grab the C_THR86_2305 certification.

- The SF Comp certification proves to be one of the most recognized certifications.
- The certification badge proves the knowledge of the candidate regarding subject matters and makes his resume presentable to potential candidates.
- Thus earning the [SAP Certified Application Associate - SAP SuccessFactors Compensation 1H/2023](#) is a powerful qualification for a prosperous career.

What Is the SAP C_THR86_2305 SF Comp Certification Exam Structure?

Exam Name	SAP Certified Application Associate - SAP SuccessFactors Compensation 1H/2023
Exam Code	C_THR86_2305 » SAP SF Comp Certification Online Practice Exam
Level	Associate
Exam Price	\$531 (USD)
Duration	180 mins
Number of Questions	80
Passing Score	C_THR86_2305 - 65%
Reference Books	THR80 (SUCCESSFACTORS HCM SUITE) THR86 (SUCCESSFACTORS HCM SUITE) Compensation Implement Guide
Schedule Exam	SAP Training
Sample Questions	SAP SF Comp Certification Sample Question
Recommended Practice	SAP SF Comp Certification Practice Exam

Enhance Knowledge with C_THR86_2305 Sample Questions:

Question: 1

You want to display the percentage of employees in each pay grade who are eligible to receive a stock grant. Which of the following activities must you perform to do this?

Please choose the correct answer.

- a) Upload a stock participation guideline table CSV file in the admin interface.
- b) Create an eligibility engine rule in the Admin Tools which defines stock eligibility by pay grade.
- c) Create a custom stock field with a formula that calculates stock grant percentages per pay grade.
- d) Import the value TRUE in the STOCK_UNITS_ELIGIBLE column of the user data file (UDF) for users with eligible pay grades.

Answer: a

Question: 2

Which of the following can a user do to export all of the compensation data from SuccessFactors to another system?

There are 2 correct answers to this question.

- a) Select the Aggregate Export option from Compensation Home.
- b) Select the Enable Roll-up Reports option in Advanced Settings.
- c) Create a Compensation Planning ad hoc report.
- d) Export the user data file (UDF) to send as a report.

Answer: a, c

Question: 3

Your customer has different compensation plan templates for stock and compensation. This customer therefore wants to use one combined compensation statement.

What can you use to achieve this?

Please choose the correct answer.

- a) The Secondary Plan option
- b) Role-based permissions
- c) The interoperability option
- d) The Assign Statement Groups option

Answer: a

Question: 4

You want to export user compensation data from your customer's SuccessFactors system.

Which option in the Employee Data Export tool prevents any user compensation data from being downloaded?

Please choose the correct answer.

- a) Include imported field-level eligibility fields with system default import keys
- b) Short format: only system fields
- c) Export as a batch process
- d) Valid users only

Answer: b

Question: 5

Which worksheet section can you open as a floating panel?

There are 2 correct answers to this question.

- a) Budget
- b) Route map
- c) Currency view
- d) Filter options

Answer: a, b

Question: 6

Which actions can you control using role-based permissions?

There are 2 correct answers to this question.

- a) Read and write compensation data via executive review.
- b) View the compensation profile.
- c) View budget data in the rollup report.
- d) Exceed a merit guideline in a compensation worksheet.

Answer: a, c

Question: 7

Which of the following options reflects a best practice for configuring compensation plan guidelines?

Please choose the correct answer.

- a) Make sure the Enable Guideline Optimization checkbox is selected if your customer has less than 1,000 guidelines.
- b) Always arrange guideline formulas in order by performance rating and comp ratio.
- c) Add a formula without any criteria at the bottom of the guideline list to act as a default.
- d) Allow planners to enter negative salary adjustment recommendations.

Answer: c

Question: 8

Your customer imports budget percentages for each employee. Which "Based On" option can you use to calculate budget for this requirement?

Please choose the correct answer.

- a) Planner
- b) Group
- c) Template
- d) User

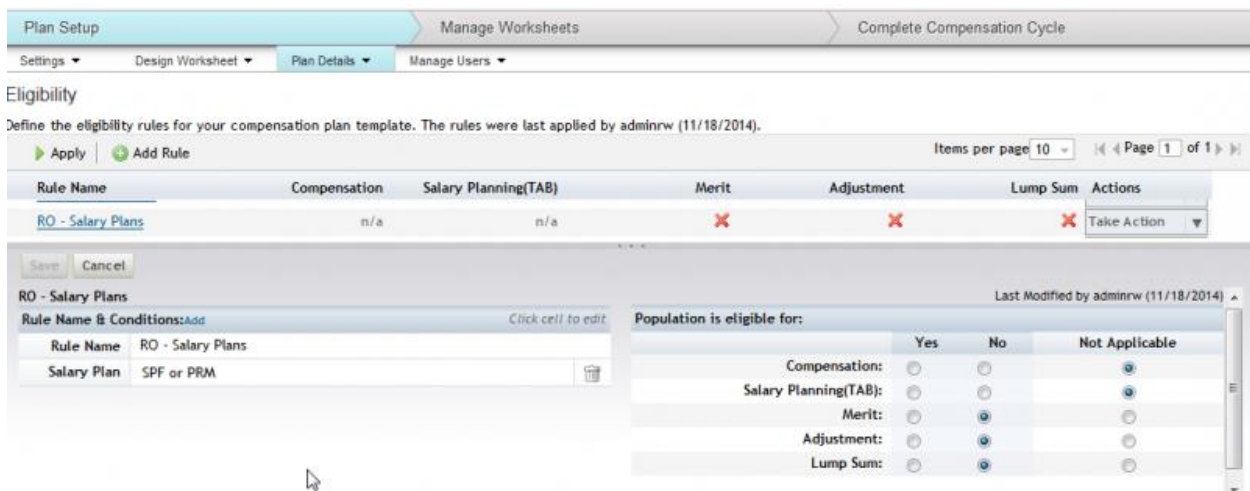
Answer: d

Question: 9

You have defined the eligibility rules as shown in the attached screenshot. Budgeting is done as a percent of all the employees' current salary.

What can you see on the compensation form for an employee in Salary Plan PRM?

Please choose the correct answer.



The screenshot shows the SAP Compensation Eligibility Rules configuration interface. The top navigation bar includes 'Plan Setup', 'Manage Worksheets', and 'Complete Compensation Cycle'. The 'Plan Setup' section is active, showing 'Settings', 'Design Worksheet', 'Plan Details', and 'Manage Users'. The 'Eligibility' section is selected, displaying a table of rules. The table has columns: Rule Name, Compensation, Salary Planning(TAB), Merit, Adjustment, Lump Sum, and Actions. A rule named 'RO - Salary Plans' is shown with 'n/a' for Compensation and Salary Planning(TAB), and red 'X' marks for Merit, Adjustment, and Lump Sum. Below the table, the 'RO - Salary Plans' rule is expanded, showing its conditions and the population it is eligible for. The conditions are: Rule Name: RO - Salary Plans, Salary Plan: SPF or PRM. The population eligibility table shows that the rule is eligible for Compensation, Salary Planning(TAB), Merit, Adjustment, and Lump Sum, with 'Yes' selected for all.

Rule Name	Compensation	Salary Planning(TAB)	Merit	Adjustment	Lump Sum	Actions
RO - Salary Plans	n/a	n/a	X	X	X	Take Action

Rule Name & Conditions	Population is eligible for:	Yes	No	Not Applicable
Rule Name: RO - Salary Plans	Compensation:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary Plan: SPF or PRM	Salary Planning(TAB):	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Merit:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Adjustment:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Lump Sum:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a) The employee does NOT appear on the form, and their salary is NOT included in the total budget basis.
- b) The employee does NOT appear on the form, but their salary is included in the total budget basis.
- c) The employee appears on the form and is included in the total budget basis, but CANNOT receive an award amount in merit, adjustment, or lump sum.
- d) The employee appears on the form, but is NOT included in the total budget basis, and CANNOT receive an award amount in merit, adjustment, or lump sum.

Answer: c

Question: 10

Your client notices that data on compensation worksheets is incorrect. The attached screenshot shows the user data file (UDF) that was uploaded.

Which columns cause this problem?

There are 3 correct answers to this question.

SALARY	PAYGRADE	JOBLEVEL	SALARY_PRORATING	DATE_OF_CURRENT_POSITION
\$163,000	16	EXEC	100%	31/7/2013
16,5	5	AA	50%	18/6/2013
19 H2		SA	25%	20/5/2013

- a) DATE_OF_CURRENT_POSITION
- b) SALARY_PRORATING
- c) PAYGRADE
- d) JOBLEVEL
- e) SALARY

Answer: a, b, e

What Study Guide Works Best in Acing the SAP C_THR86_2305 SF Comp Certification?

The C_THR86_2305 study guide is a combination of some proven study tips and the combination of all valuable study materials like sample questions, syllabus and practice tests in one place.

Explore the Syllabus Topics and Learn from the Core:

If you are determined to earn success in the SF Comp exam, getting in full touch of the [syllabus](#) is mandatory. During preparation, you might not like all syllabus sections or topics, but try to get at least the fundamental knowledge from the sections you don't like. The more you possess knowledge on all syllabus sections, the more is the chance to attempt maximum number of questions during the actual exam.

Make Your Schedule:

Studying and completing the syllabus becomes easier, if you work on the syllabus topics after making a schedule. Your syllabus must mention what areas you want to cover and within what time. Once you make a schedule and follow it regularly, syllabus completion becomes easier and preparation becomes smoother.

Get Expert Advice from the Training:

Do not forget to join the SAP C_THR86_2305 training if it is providing any. Training enhances the practical knowledge of a candidate, which helps them to work well in the practical field during projects.

Get Access to the PDF Sample Questions:

If your study material is in a [PDF format](#) or the materials are mobile-friendly, what could be better than that? Get access to the free sample questions and keep enhancing your knowledge beyond the syllabus.

Avoid Dumps and Utilize the SAP C_THR86_2305 Practice Test:

Why should you rely on practice tests? The reason is simple: you must get familiar with the exam pattern before reaching the exam hall. An aspirant aware of the exam structure and time management during the exam preparation can perform well in the actual exam and attempt the maximum number of questions during the exam.

Many aspirants prefer to read from dumps, but they miss out on the self assessment method. Therefore, C_THR86_2305 practice tests always stand out to be the better choice than dumps PDF.

Avail the Proven C_THR86_2305 Practice Test for Success!!!

Do you want to pass the C_THR86_2305 exam on your first attempt? Stop worrying; we, ERPPrep.com are here to provide you the best experience during your SuccessFactors Compensation preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [C_THR86_2305 practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.