

# SAP C\_THR86\_2405 STUDY GUIDE PDF

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**SAP SuccessFactors Compensation Certification Questions & Answers**

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**Details of the Exam-Syllabus-Questions**

**C\_THR86\_2405**

**SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation**

**80 Questions Exam – 68% Cut Score – Duration of 180 minutes**

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## Get an Overview of the C\_THR86\_2405 Certification:

Who should take the [C\\_THR86\\_2405 exam](#)? This is the first question that comes to a candidate's mind when preparing for the SuccessFactors Compensation certification. The C\_THR86\_2405 certification is suitable for candidates who are keen to earn knowledge on the SuccessFactors and grab their SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation. When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But C\_THR86\_2405 study guide PDF is here to solve the problem. C\_THR86\_2405 PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

## Why Should You Earn the SAP C\_THR86\_2405 Certification?

There are several reasons why one should grab the C\_THR86\_2405 certification.

- The SuccessFactors Compensation 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 Associate - Implementation Consultant - SAP SuccessFactors Compensation](#) is a powerful qualification for a prosperous career.

## What Is the SAP C\_THR86\_2405 SuccessFactors Compensation Certification Exam Structure?

Exam Name	SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation
Exam Code	C_THR86_2405 » SAP SuccessFactors Compensation Certification Online Practice Test
Level	Associate
Exam Price	\$541 (USD)
Duration	180 mins
Number of Questions	80
Cut Score	68%
Reference Books / Trainings	<a href="#">THR80 (SUCCESSFACTORS HCM SUITE)</a> <a href="#">THR86 (SUCCESSFACTORS HCM SUITE)</a> Compensation Implement Guide <a href="#">Managing Clean Core</a>
Schedule Exam	<a href="#">SAP Learning</a>
Sample Questions	<a href="#">SAP C_THR86_2405 Certification Exam Sample Question</a>
Recommended Practice	<a href="#">SAP SuccessFactors Compensation - Implementation Consultant Certification Practice Test</a>

## Enhance Knowledge with C\_THR86\_2405 Sample Questions:

### Question: 1

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: 2

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**

## Question: 3

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: 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

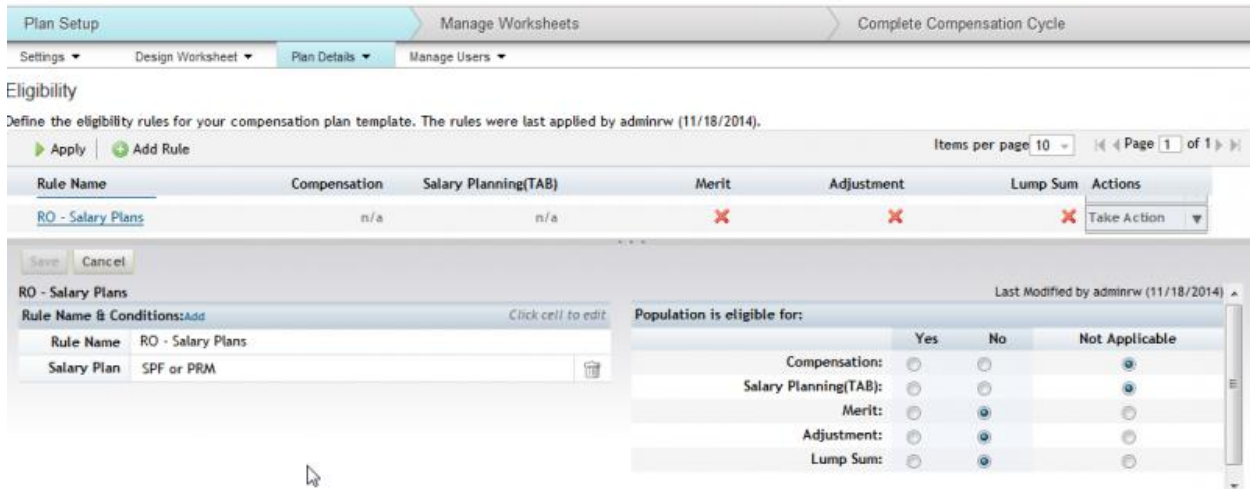
**Answer: b**

## Question: 5

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 'Eligibility' configuration page in SAP Compensation. The 'Rule Name' is 'RO - Salary Plans'. The 'Compensation' field is set to 'n/a', 'Salary Planning(TAB)' is 'n/a', 'Merit' is 'X', 'Adjustment' is 'X', and 'Lump Sum' is 'X'. The 'Population is eligible for:' table shows the following configuration:

	Yes	No	Not Applicable
Compensation:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Salary Planning(TAB):	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Merit:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adjustment:	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Lump Sum:	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

- The employee does NOT appear on the form, and their salary is NOT included in the total budget basis.
- The employee does NOT appear on the form, but their salary is included in the total budget basis.
- 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.
- 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: 6

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.

- Upload a stock participation guideline table CSV file in the admin interface.
- Create an eligibility engine rule in the Admin Tools which defines stock eligibility by pay grade.
- Create a custom stock field with a formula that calculates stock grant percentages per pay grade.
- 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: 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**

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: 9**

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: 10**

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**

# **What Study Guide Works Best in Acing the SAP C\_THR86\_2405 SuccessFactors Compensation Certification?**

The C\_THR86\_2405 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 SuccessFactors Compensation 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\_2405 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\_2405 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\_2405 practice tests always stand out to be the better choice than dumps PDF.

### **Avail the Proven C\_THR86\_2405 Practice Test for Success!!!**

Do you want to pass the C\_THR86\_2405 exam on your first attempt? Stop worrying; we, ERPPrep.com are here to provide you the best experience during your SAP SuccessFactors Compensation - Implementation Consultant 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\\_2405 practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.