

Ultimate Guide to SAP SuccessFactors Compensation Exam (C_THR86_2411)

The **SAP SuccessFactors Compensation Exam (C_THR86_2411)** is essential for anyone looking to excel in *compensation management*. This exam tests your knowledge in the fields of *human resources* and *personnel administration*, and passing it can open doors to career advancement in *SAP roles*. Let's explore key areas to help you prepare effectively. For further resources, visit [this link](#).

Understanding SAP SuccessFactors

SAP SuccessFactors is a powerful cloud-based solution for *human capital management*. It enables organizations to manage their workforce more effectively, offering tools for *performance management*, *employee engagement*, and, importantly, **compensation management**. Knowing the **features** and **benefits** of SuccessFactors is vital for success in your exam.

Compensation Management Basics

Compensation management focuses on the systems and strategies an organization uses to attract, retain, and motivate employees through salary, bonuses, and benefits. Familiarize yourself with different types of **compensation elements** like:

- **Base salary**
- **Incentives**
- **Bonuses**
- **Equity compensation**

Preparing for C_THR86_2411 Exam

Preparation is key for passing the **C_THR86_2411** exam. Here are some steps to help you get ready:

- **Review the exam syllabus** thoroughly.
- **Practice** with sample questions and past papers.
- **Participate** in study groups or forums.
- **Take online courses** focusing on SAP SuccessFactors.

SAP Certification Advantages

Obtaining SAP certification demonstrates your **expertise** and commitment to your professional growth. It can enhance your resume and improve your **job prospects** significantly. Companies value certified professionals, especially in competitive environments. To further assist your preparation, you can find additional resources at [this link](#).

Investing in SuccessFactors Training

Training is an essential component of exam preparation. Various resources are available, including *online tutorials*, *webinars*, and *hands-on practice labs*. Consider your learning style and choose the method that works best for you.

Best Resources for Exam Preparation

Here are some recommended resources to aid your study:

- **Official SAP training materials**
- **Books** specializing in SuccessFactors
- **YouTube tutorials** and discussions
- **Online forums** focused on SAP SuccessFactors

Exam Tips and Strategies

On the day of your exam, remember to:

- **Get a good night's sleep** before the test.
- **Arrive early** to avoid any last-minute stress.
- **Read each question carefully** before answering.
- **Manage your time wisely**, allocating a set amount for each section.

Good luck on your journey to mastering the **SAP SuccessFactors Compensation Exam!** Â© 2025

Sample Questions

These questions are for demo purposes only. **The full version** is up-to-date and contains actual questions and answers.

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Version: 4.0

Question: 1

Your non-EC customer wants only users in Pay Grade 1 2 to be ineligible for Lump Sum; Pay Grades 3 through 9 are eligible.

What can you do to fulfill this requirement?

Note: There are 3 correct answers to this question.

- A. Start with all employees are eligible. In the UDF, set the LUMPSUM ELIGIBLE field to FALSE for Grades 1 2, TRUE for Grades 3 through 9.
- B. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that goes through the eligible Pay Grades makes them eligible for the Lump Sum field.
- C. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- D. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- E. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 3 through 9 eligible for the Lump Sum field.

Answer: A B D

Question: 2

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus.

What is the correct syntax to calculate the adjustment budget?

- A. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,1))"curSalary
- B. toNumber(lookup("2018_BudgetPool,custom Country, customStatus, Adjustment))*curSalary
- C. toNumber(lookup("2018_BudgetPool", custom Country.customStatus,2))"curSalary
- D. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,adjustment))"curSalary

Answer: A

Question: 3

Your customer is based in the UK has a functional currency of GBP. However, they also have offices in the US (USD), France (EUR), Germany (EUR). They would like the budget displayed in local currency

for all planners - for example, German planners see the budget in EUR, not GBP.

How can you best accomplish this?

Note: There are 2 correct answers to this question.

- A. Use budget grouping group on the local currency code.
- B. Enable Planner Currency mode.
- C. Disable Functional Currency mode.
- D. Have four separate templates, one for each country.

Answer: A B

Question: 4

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change. What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. The new pay grade is displayed.
- B. The employee becomes ineligible.
- C. The pay grade remains the same as it was when the forms were created.
- D. New forms need to be created because an error will be shown.

Answer: C

Question: 5

Your customer has two pay components, with IDS SALARY_US SALARY_UK, that are used for employees' base salary in their respective countries. They want to plan for all employees on a single worksheet using the employees' periodic salary, NOT the annual value.

What is the best way to accomplish this?

- A. Create two different templates use eligibility rules to ensure employees appear on the correct one.
- B. Ensure the Used for Comp Planning flag of the pay components is set to Comp do NOT map to a specific pay component ID in the worksheet.
- C. Create two custom columns map each to the pay components. Use a third custom column to display whichever is non-zero.
- D. Create a pay component group that includes both pay components use that for the planning.

Answer: B

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