

SAP C_THR86_2505試験解説問題 & C_THR86_2505問題サンプル



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SAP C_THR86_2505 認定試験の出題範囲:

トピック	出題範囲
トピック 1	<ul style="list-style-type: none">• Reports and Workflows: This section of the exam evaluates the proficiency of SAP Consultants in setting up reports and approval workflows. It covers route maps, executive reviews, and standard reporting capabilities.
トピック 2	<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.
トピック 3	<ul style="list-style-type: none">• Implementation Test: This section of the exam evaluates the understanding of Compensation Analysts in verifying system configuration using implementation test tools. It includes basic validation and troubleshooting before plan launch.
トピック 4	<ul style="list-style-type: none">• Plan Settings: This section of the exam measures the skills of SAP Consultants in defining plan-level configurations. It includes cycle setup, planner eligibility, planner hierarchy, and general settings required to operationalize compensation plans.

C_THR86_2505問題集、受験者たちの認可を得ているSAP C_THR86_2505模擬試験

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation 認定 C_THR86_2505 試験問題 (Q58-Q63):

質問 # 58

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 - Edit permission.
- C. The user needs the Executive Review - Mass Action permission.
- D. The user needs the Executive Review - Import permission.
- E. The user needs the Executive Review - Export permission.

正解: B、D、E

質問 # 59

Which of the following scenarios involving a Lookup table are valid solutions to a customer requirement? Note: There are 2 correct answers to this question.

- A. To choose between two Event Reasons for EC publishing based upon whether an employee received a promotion with their pay adjustment.
- B. To determine a budget percentage that is based upon employee Country Job Category.
- C. To determine the median salary of an employee based upon Pay Grade, Legal Entity, FTE.
- D. To determine the proper Event Reason for EC publishing based on employee Country.

正解: B、D

質問 # 60

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 custom columns map each to the pay components. Use a third custom column to display whichever is non-zero.
- B. Create a pay component group that includes both pay components use that for the planning.
- C. Create two different templates use eligibility rules to ensure employees appear on the correct one.
- D. 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.

正解: D

質問 # 61

You configure the following salary rule in the compensation plan template:

How does the system behave?

- A. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
* The planner can save the merit recommendation.
- B. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
* The planner can save the merit recommendation by selecting Cancel in the pop-up message.
- C. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
* The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- D. The rule prevents the planner from saving the merit increase.
* The planner must go back change their merit recommendation.

正解: B

質問 # 62

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- B. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- C. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.
- D. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.

正解: C

解説:

To display the Lump Sum item on the compensation statement for sales employees only, use a condition based on whether the Lump Sum amount is greater than 0.

* Option D: "You can include the Lump Sum item in the statement template and set a condition on its display so that it will only be shown if it is greater than 0."

* By including the Lump Sum field and setting a display condition where it only appears if the Lump Sum amount is greater than 0, the statement will automatically hide the Lump Sum item for non-sales employees (who would have a 0 value for this field).

: SAP SuccessFactors Compensation Guide > Statement Configuration > Setting Conditional Display for Statement Items.

Explanation for Incorrect Options:

Option A would affect worksheet visibility but not the statement display.

Option B suggests creating a separate template, which is unnecessary.

Option C proposes adding a disclaimer rather than using a conditional display, which may be less professional.

質問 # 63

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