

C-THR86-2505 Vorbereitung & C-THR86-2505 Schulungsunterlagen



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SAP C-THR86-2505 Prüfungsplan:

Thema	Einzelheiten
Thema 1	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.
Thema 2	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.
Thema 3	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.

Thema 4	• 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.
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>> C-THR86-2505 Vorbereitung <<

Echte und neueste C-THR86-2505 Fragen und Antworten der SAP C-THR86-2505 Zertifizierungsprüfung

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation C-THR86-2505 Prüfungsfragen mit Lösungen (Q25-Q30):

25. Frage

Your EC-integrated client wishes to plan on monthly salaries for employees in the UK, but on annual salaries for employee in the US. All employees have their salaries stored in EC with a single pay component with a frequency of "monthly" because of payroll integration constraints.

Which of the following options is a solution for this requirement?

- A. Use meritTarget set to the pay component value divided by 12.
- **B. Use two templates with one having curSalary mapped to the pay component the other on the pay component group.**
- C. Include the unitsPerYear standard column set it to 12.
- D. Use two different pay components for salary with the US one having the "Use for Comp Planning" set to "None" the UK one set to "Comp."

Antwort: B

26. Frage

You are implementing compensation in an EC-integrated environment you are NOT using the promotion functionality.

To where can you publish data?

Note: There are 3 correct answers to this question.

- **A. Custom MDF Objects**
- B. Job Information
- C. Employee Details
- **D. Compensation Information**
- **E. Recurring Pay Components**

Antwort: A,D,E

27. Frage

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "Including Inactive Users when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.
- B. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.
- C. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive

employees.

- **D. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.**

Antwort: D

Begründung:

To include a specific population of inactive employees in the worksheet, select settings that specify inclusion criteria for inactive users and adjust eligibility accordingly.

* Option C: "Select 'Including Inactive Users' when defining the Method of Planner, select 'All employees are eligible' under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees."

* By enabling the "Including Inactive Users" option, planners can ensure that inactive employees are part of the worksheet. Setting "All employees are eligible" provides a base eligibility, while the eligibility rules can then specifically include only the desired inactive employees based on criteria set in the rule.

: SAP SuccessFactors Compensation Guide > Eligibility Configuration > Including Inactive Users in Worksheets.

Explanation for Incorrect Options:

Option A would exclude desired inactive employees instead of including them.

Option B does not set the "Including Inactive Users" option, which is necessary for inactive employees.

Option D does not include inactive employees in the initial settings, missing the requirement for the "Including Inactive Users" setting.

28. Frage

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.

How can this requirement be met through configuration?

- A. Enter the effective date for the largest country in the Employee Central Settings screen.
* Publish the results of the planning for all countries.
* Manually modify the effective dates of the resulting EC data for the smaller countries.
- B. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
* Use the Publish Selected Employees in Employee Central to publish the data for this country.
* Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- **C. Create a lookup table that contains the different dates that uses country as an input.**
* **Create a custom date column that reads from the lookup table based on employee country.**
* **Map the column ID of the custom date column to the "start-date" of the pay component in the XML.**
- D. Create a lookup table that contains the different dates that uses country as an input.
* Map the lookup table name to the "start-date" of the pay component in the XML.

Antwort: C

Begründung:

To meet the requirement of publishing different effective dates for each country in an SAP SuccessFactors Compensation worksheet:

* First, create a lookup table that specifies the effective date for each country.

* Then, set up a custom date column in the compensation template that retrieves the effective date from this lookup table based on the employee's country.

References: SAP SuccessFactors Compensation Integration with Employee Central Guide - Lookup Tables and Effective Date Configuration.

29. Frage

Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Enable a hard limit stop for the merit guideline in Admin Center.
* Set the maximum value to 0.10 for all guideline formulas.
- **B. Enable a hard limit stop for the merit guideline in Admin Center.**
* **Set the maximum value to 10 for all guideline formulas.**
- C. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
* Define each guideline formula with a default value of 10.

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