

SAP C_THR86_2505試題，新版C_THR86_2505題庫

SAP C_THR86_2405 Certification: Exam Details, Syllabus and Questions

SAP C_THR86_2405 Exam Guide

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SAP C_THR86_2505 考試大綱：

主題	簡介
主題 1	• 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.
主題 2	• 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.
主題 3	• Compensation Worksheets: This section of the exam evaluates the knowledge of Compensation Analysts in managing compensation worksheets. It involves planning templates, columns, formulas, and worksheet behavior needed to support merit, bonus, and stock processes.

主題 4	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.
主題 5	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.
主題 6	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.

>> SAP C_THR86_2505試題 <<

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最新的 SAP Certified Associate C_THR86_2505 免費考試真題 (Q37-Q42):

問題 #37

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 CANNOT save the merit increase by selecting Cancel in the pop-up message.
- C. The rule prevents the planner from saving the merit increase.
*The planner must go back change their merit recommendation.
- D. 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.

答案: D

問題 #38

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Update the field-based permissions for the PM Rating field.
- B. Add help text to the PM Rating field.
- C. Change the rating scale in Performance Management.
- D. Create a custom column referencing a lookup table to pull in the text.

答案: A

問題 #39

Which information is included in the rollup report? Note: There are 2 correct answers to this question.

- A. The average bonus payout amount

- B. The sum of budget total spend for each planner in the hierarchy
- C. The sum of budget total spend for each division, department, or location
- D. The detail of planning decisions for each employee in the hierarchy

答案： B,D

問題 #40

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.

How can you accomplish this?

- A. Create multiple statement templates use groups.
- B. Use two compensation worksheet templates.
- C. Use the suppress statement function.
- D. Use conditional text sections in the statement editor.

答案： D

解題說明：

In SAP SuccessFactors Compensation, you can use conditional text sections to display different content based on performance ratings or other criteria.

* Using Conditional Text Sections

* Option C: Conditional text sections allow the statement editor to show specific text for employees based on defined conditions, such as performance ratings. This way, employees with low ratings can see one version of text, while those with high ratings see another.

* Why Other Options Are Incorrect

* Option A (multiple templates) is more complex and unnecessary when conditional text is sufficient.

* Option B (two worksheet templates) adds administrative complexity.

* Option D (suppress statement function) is used to hide statements, not to vary the content based on conditions.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Statement Editor and Conditional Text Setup.

問題 #41

Which actions are controlled by role-based permissions? Note: There are 2 correct answers to this question.

- A. Updating a Compensation Statement
- B. Making changes through Executive Review
- C. Editing columns on a worksheet
- D. Opening compensation worksheets

答案： A,B

問題 #42

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