

最新-ハイパスレートのC-THR86-2505試験勉強攻略試験-試験の準備方法C-THR86-2505的中合格問題集



BONUS!!! MogiExam C-THR86-2505ダンプの一部を無料でダウンロード: <https://drive.google.com/open?id=1ovmTsHgWO0p8wLWH9hO5cqZeIgMZE8IR>

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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	Permissions: This section of the exam measures the knowledge of Compensation Analysts in managing role-based permissions for compensation planners and administrators. It includes securing access to forms, fields, and processes.
トピック 2	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	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.
トピック 4	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 5	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.
トピック 6	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.

C-THR86-2505的中合格問題集、C-THR86-2505受験資格

あるSAPのC-THR86-2505テストトレントに関しては、MogiExamのC-THR86-2505ガイドトレントが有効であるかどうかを示す最も強力な証拠となるのはパスレートのみであるため、パスレートが最高の広告になるというのが常識です。有用かどうか。すべてのお客様のフィードバックからの統計によると、C-THR86-2505テストトレントの指導の下で試験を準備したお客様の間でのC-THR86-2505試験問題のSAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation合格率は、98%から100%に達しました。

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation 認定 C-THR86-2505 試験問題 (Q41-Q46):

質問 # 41

Your customer would like the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review. However, they want to make sure that this is only possible during the last week of the planning cycle. How can you achieve this?

- A. Create a custom editable Money field with field-based permissions set to read-only. Change the permissions to editable on the correct date.
- B. Create a custom read-only Money field change read-only to No on the correct date.
- C. Create a custom editable Money field use custom validation to check that values are NOT entered until the correct date.
- **D. Create a custom editable Money field. In the formula to calculate the final salary, use the dateDiff() function to determine if the custom column can override the calculated value.**

正解: D

質問 # 42

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create an editable string field make it reportable.
- B. Create a read-only string field make it reloadable.
- **C. Create an editable string field with enumerated values.**
- D. Create a read-only string field make it reportable.

正解: C

解説:

In SAP SuccessFactors Compensation, when a field requires planners to select from a pre-defined list of reasons (enumerated values) for categorizing lump sum reasons, it's essential to set up an editable string field with enumerated values.

* Configuring an Editable Field with Enumerated Values

* Enumerated values allow you to create a drop-down list of predefined options that planners can select from, ensuring standardized data entry.

* The field should be configured as editable so that planners can choose from the list on the worksheet, providing clear reasoning for each lump sum entry.

* Why Option C is Correct This option provides a list (enumeration) that is required to capture structured data for reporting and analysis purposes. It also enables consistent categorization by offering selectable reasons, reducing manual data entry errors.

* Why Other Options Are Incorrect

* Option A and D (read-only fields) do not allow planner input and therefore cannot be used for selections.

* Option B (editable string without enumerated values) would allow free text, which doesn't ensure consistent categorization.

* Reference Documentation

* SAP SuccessFactors Compensation Configuration Guide: Configuring Editable Fields and Enumerated Values.

* SAP Help Portal: Field and Custom Column Setup in Compensation.

質問 # 43

At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched the performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire. All new hires are assigned a rating of "Good".

How will these ratings appear on the Salary worksheet?

- A. N/A
- B. Good
- C. Too new to rate
- **D. Unrated**

正解: D

質問 # 44

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table", customCountry, 1))/100.

The lookup table "budget_table" is configured with one input one output. There are three rows in the table:

*USA = 5

*GBR = 3

**=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- **A. Surround the lookup function with the toNumber function.**
- B. Remove the extra parentheses.
- C. Surround the curSalary with the toString function.
- D. Change the column to be of the Amount type.

正解: A

解説:

In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:

* Option B: "Surround the lookup function with the toNumber function."

* In this formula, (curSalary lookup("budget_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget_table", customCountry, 1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.

: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.

Explanation for Incorrect Options:

Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.

Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.

Option D does not impact the data type and thus would not resolve the issue.

質問 # 45

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Disable access to all statements, including the prior years' statements.
- B. Use Role-Based Permissions to control access to only display previous years' statements.
- C. Remove access to Employee Profile during compensation planning.
- **D. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.**

正解: D

解説:

To control visibility of the current cycle's compensation statements while allowing access to past statements, use specific settings on the current year's statements:

* Option C: "Under the permissions of the current statement(s), change the setting to Generated statements are not viewable."

* By changing the settings of the current year's statement to "Generated statements are not viewable," you can control access to the current cycle's statements without impacting previous years. This option is effective for validation purposes as it restricts visibility for current statements while keeping historical statements accessible.

: SAP SuccessFactors Compensation Guide > Statement Management > Setting View Permissions for Current Statements.

Explanation for Incorrect Options:

Option A (Remove access to Employee Profile) is too broad, as it would prevent access to all employee profile content, not just the current statements.

Option B would restrict access to all statements, including past years.

Option D (Use Role-Based Permissions) does not provide specific control over statement visibility by year within the same compensation module.

質問 # 46

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