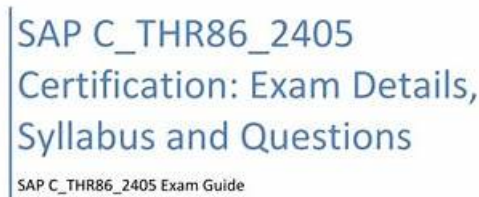


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SAP C-THR86-2505 認定試験の出題範囲:

トピック	出題範囲
トピック 1	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 2	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 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	• 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.

>> C-THR86-2505日本語版復習資料 <<

現実的なC-THR86-2505日本語版復習資料 | 最初の試行で簡単に勉強して試験に合格する & 信頼できるC-THR86-2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation

SAPのC-THR86-2505認定試験がIT業界には極めて重要な地位があるがよく分かりましょう。試験に合格するのは簡単ではないもよくわかりましょう。“簡単に合格できる方法がありますか？”答えはもちろんですよ。Pass4Testはこの問題を着々解決できますよ。IT専門家がSAPのC-THR86-2505認定試験に関する特別な問題集を開発しています。それをもって、試験は問題になりませんよ。

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation 認定 C-THR86-2505 試験問題 (Q16-Q21):

質問 # 16

In an EC-integrated implementation, which of the following EC elements can be used to map fields? Note: There are 3 correct answers to this question.

- A. Background Elements
- B. MDF Objects
- C. Biographical Information
- D. Pay Components
- E. Time Off

正解: B、C、D

解説:

In SAP SuccessFactors Compensation integrated with Employee Central, mapping data fields between Employee Central and Compensation templates is essential. The following elements can be mapped:

* Biographical Information (Option A):

* Biographical data such as date of birth, gender, and other demographic information can be mapped from Employee Central to Compensation worksheets. This data can be used to filter or personalize employee details on the worksheet.

* MDF Objects (Option C):

* Metadata Framework (MDF) Objects allow custom object configuration in Employee Central, enabling businesses to define custom fields or data structures. These can then be mapped to fields in Compensation templates, providing flexibility to bring in custom attributes like competencies, certifications, or additional criteria.

* Pay Components (Option D):

* Pay components, such as base salary, allowances, and bonuses, are fundamental elements in Employee Central and can be mapped directly to compensation planning fields on the worksheet.

This mapping ensures accurate financial data and compensation planning alignment with Employee Central records.

Excluded Options:

* Time Off (Option B): Time Off data is not typically mapped directly to Compensation worksheets as it primarily manages leave and absence.

* Background Elements (Option E): Background elements generally pertain to employee profiles (e.g., previous work experience or education) and are not used in direct mapping to Compensation worksheets.

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SAP SuccessFactors Employee Central and Compensation Integration Guide, specifically under the "Mapping Employee Central Data to Compensation Fields" section, outlines eligible data fields and elements that can be integrated.

質問 # 17

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

Note: There are 2 correct answers to this question.

- A. STATUS
- B. USERID
- C. USERNAME
- D. MANAGER

正解: A、 B

解説:

When importing a compensation-specific User Data File (UDF) in SAP SuccessFactors Compensation, selecting "Assign default required field values for new users if none specified" in provisioning helps auto-fill necessary fields. However, certain fields must still be present for the import to function correctly:

* USERID: This column uniquely identifies each employee and is mandatory as it links users to their respective records.

References: SAP SuccessFactors Compensation Implementation Guide - Required Fields for User Data File Import.

質問 # 18

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

正解: A

質問 # 19

When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When an administrator changes the layout of the compensation plan template to add a new column
- B. When an administrator makes a change to Field Based Permissions
- C. When there has been a change to an eligibility rule
- D. When there has been an update to a lookup table
- E. When a performance rating is updated

正解: C、 D、 E

質問 # 20

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 pay grade remains the same as it was when the forms were created.
- B. The employee becomes ineligible.

- 正解: A

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