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>> 最新C-THR86-2505試題 <<

最新C-THR86-2505試題：SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation考試最新發布|更新的C-THR86-2505認證指南

NewDumps SAP的C-THR86-2505考試培訓資料得到廣大考生的稱譽已經不是最近幾天的事情了，說明NewDumps SAP的C-THR86-2505考試培訓資料信得過，確實可以幫助廣大考生通過考試，讓考生沒有後顧之憂，NewDumps SAP的C-THR86-2505考試培訓資料暢銷和同行相比一直遙遙領先，率先得到廣大消費者的認可，口碑當然不用說，如果你要參加SAP的C-THR86-2505考試，就趕緊進NewDumps這個網站，相信你一定會得到你想要的，不會錯過就不會後悔，如果你想成為最專業最受人矚目的IT專家，那就趕緊加入購物車吧。

SAP C-THR86-2505 考試大綱：

主題	簡介

主題 1	• Set Up Import Tables: This section of the exam assesses the ability of Compensation Analysts to configure and import required compensation-related tables. It includes loading lookup tables and data required for business rules and logic.
主題 2	• 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.
主題 3	• 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.
主題 4	• 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 5	• 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 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.

最新的 SAP Certified Associate C-THR86-2505 免費考試真題 (Q60-Q65):

問題 #60

In an EC-integrated compensation worksheet, what are some of the reasons you might include a lookup table in your configuration?
Note: There are 3 correct answers to this question.

- A. Holding previous year's salary by Employee ID
- B. Converting money values from functional to local currency
- C. Converting a code into its text equivalent for display
- D. Determining appropriate car allowance by grade
- E. Providing budget percentage by country

答案: A,D,E

問題 #61

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

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

答案: B,D,E

問題 #62

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. IDoc
- C. OData

- D. SOAP

答案：C,D

問題 #63

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 Executive Review - Edit permission.
- B. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.
- C. The user needs the Executive Review - Import permission.
- D. The user needs the Executive Review - Export permission.
- E. The user needs the Executive Review - Mass Action permission.

答案：A,C,D

問題 #64

Which of the following customer scenarios is a good use of the Suppress Statement function? Note: There are 2 correct answers to this question.

- A. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.
- B. Employees who were hired after a certain date do NOT get a statement.
- C. Employees who are on a performance improvement plan get a different statement from those who are not.
- D. Employees in one country get a statement at a different time from those in other countries.

答案：A,B

解題說明：

The Suppress Statement function in SAP SuccessFactors Compensation is used to selectively prevent statement generation for specific employee groups based on predefined criteria.

* Option A: "Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement."

* This scenario is a suitable use of the Suppress Statement function. Only employees who receive RSU (Restricted Stock Units) grants will have a statement generated, while those without RSUs will not. This selective suppression prevents irrelevant statements from being issued.

: SAP SuccessFactors Compensation Guide > Statement Management > Suppressing Statements Based on Eligibility Criteria.

Option B: "Employees who were hired after a certain date do NOT get a statement." Employees hired after a specific date, often set as a cutoff for eligibility in a compensation cycle, can be excluded from statement generation using the Suppress Statement function. This prevents issuing statements to employees who were not part of the compensation cycle or plan.

Reference: SAP SuccessFactors Compensation Guide > Statement Management > Using Suppress Statement Function for Hire Date Criteria.

Explanation for Incorrect Options:

Option C (Employees in one country get a statement at a different time) does not directly relate to suppression; it is better managed by scheduling or workflow controls.

Option D (Employees on a performance improvement plan receive a different statement) would be handled by creating a separate template rather than using the Suppress Statement function.

問題 #65

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面對激烈競爭，每個大學生都在為使自己在人才市場上脫穎而出而努力，多一張國際通行證無疑是為他們在就業及其他競爭中在同學中脫穎而出的法寶。所以，通過 SAP 的 C-THR86-2505 考試認證是我人生中的一大挑戰，需要拼命的努力學習，不過不要緊，你可以購買NewDumps SAP 的 C-THR86-2505 考試認證培訓資料，幫你輕鬆通過考試。

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