

적중율 좋은 C-THR86-2505덤프 최신문제덤프문제자료



2026 Pass4Test 최신 C-THR86-2505 PDF 버전 시험 문제집과 C-THR86-2505 시험 문제 및 답변 무료 공유:
https://drive.google.com/open?id=1zT3u5ZB-jES6HRPESEw758J3sKpDY_MH

만약 아직도SAP C-THR86-2505시험패스를 위하여 고군분투하고 있다면 바로 우리 Pass4Test를 선택함으로 여러분의 고민을 날려버릴 수 있습니다, 우리 Pass4Test에서는 최고의 최신의 덤프자료를 제공 함으로 여러분을 도와SAP C-THR86-2505인증자격증을 쉽게 취득할 수 있게 해드립니다. 만약SAP C-THR86-2505인증시험으로 한층 업그레이드된 자신을 만나고 싶다면 우리Pass4Test선택을 후회하지 않을 것입니다, 우리Pass4Test과의 만남으로 여러분은 한번에 아주 간편하게SAP C-THR86-2505시험을 패스하실 수 있으며,SAP C-THR86-2505자격증으로 완벽한 스펙을 쌓으실 수 있습니다,

SAP C-THR86-2505 시험요강:

주제	소개
주제 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.
주제 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.

주제 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.
주제 4	• 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.
주제 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.
주제 6	• 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.
주제 7	• 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.
주제 8	• 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-THR86-2505덤프최신문제 <<

SAP C-THR86-2505최신 업데이트 시험공부자료 - C-THR86-2505인증덤프 샘플체험

많은 분들은 SAP C-THR86-2505인증시험이 아주 어려운 것은 알고 있습니다. 하지만 우리 Pass4Test를 선택함으로 SAP C-THR86-2505인증시험은 그렇게 어렵지 않다는 것을 알게 될 것입니다. Pass4Test의 SAP C-THR86-2505합승가이드는 시험의 예상문제부터 전면적으로 만들어진 아주 완벽한 시험자료입니다. 우리의 서비스는 SAP C-THR86-2505구매 후 최신버전이 업데이트 시 최신문제와 답을 모두 무료로 제공합니다.

최신 SAP Certified Associate C-THR86-2505 무료샘플문제 (Q78-Q83):

질문 # 78

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

정답: A,B,E

질문 # 79

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.

The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 4-6%

- *Total Increase is \$1,000
- B. Guideline is displayed as 4-6%
*Total Increase is \$500
- C. Guideline is displayed as 2-3%
*Total Increase is \$500
- D. Guideline is displayed as 2-3%
*Total Increase is \$1,000

정답: C

설명:

When Salary Proration is used with a proration percentage (50% in this case) rather than dates, it affects both the guideline range and the total increase.

* Proration Impact on Guideline Range and Total Increase

* Guideline Adjustment: Since the proration is set to 50%, the guideline range (normally 4-6%) is adjusted by 50%, resulting in a prorated guideline of 2-3%.

* Total Increase Calculation: When the planner enters a \$1,000 merit increase, the proration factor is applied, resulting in a final increase of \$500 (50% of \$1,000).

* Why Other Options Are Incorrect

* Options A and B show the original guideline (4-6%), which does not reflect the proration adjustment.

* Option D incorrectly calculates the total increase without applying the 50% proration.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Salary Proration and Merit Guidelines.

질문 # 80

Your non-EC customer wants only users in Pay Grade 1 2 to be ineligible for Lump Sum; Pay Grades 3 through 9 are eligible. What can you do to fulfill this requirement?

Note: There are 3 correct answers to this question.

- A. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- B. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 3 through 9 eligible for the Lump Sum field.
- C. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- D. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that goes through the eligible Pay Grades makes them eligible for the Lump Sum field.
- E. Start with all employees are eligible. In the UDF, set the LUMPSUM ELIGIBLE field to FALSE for Grades 1 2, TRUE for Grades 3 through 9.

정답: A,D,E

질문 # 81

What are some general principles for creating Route Maps for client projects? Note: There are 2 correct answers to this question.

- A. Only include those that would alter a decision, not simply review.
- B. Use the "Get Feedback" function to allow people outside the hierarchy to comment on the decisions.
- C. Use a Signature step so the employee is aware of the decisions once the form is marked as "Complete".
- D. Use reporting Executive Review for reviewing trends aggregate budgets.

정답: A,D

질문 # 82

What triggers can be used to force a planner to add comments without using custom validations? Note: There are 2 correct answers to this question.

- A. When an employee's final salary is below range penetration minimum.

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BONUS!!! Pass4Test C-THR86-2505 시험 문제집 전체 버전을 무료로 다운로드하세요: https://drive.google.com/open?id=1zT3u5ZB-jES6HRPESEw758J3sKpDY_MH