

# C\_THR86\_2505受験準備 & C\_THR86\_2505日本語版対策ガイド



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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	<ul style="list-style-type: none"><li>• 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.</li></ul>
トピック 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
トピック 3	<ul style="list-style-type: none"><li>• 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.</li></ul>
トピック 4	<ul style="list-style-type: none"><li>• 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.</li></ul>
トピック 5	<ul style="list-style-type: none"><li>• 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.</li></ul>
トピック 6	<ul style="list-style-type: none"><li>• 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.</li></ul>

## C\_THR86\_2505 SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation 練習問題、C\_THR86\_2505試験問題集参考書

難しいC\_THR86\_2505認定試験に合格したいなら、試験の準備をするときに関連する参考書を使わないとダメです。自分に合っている優秀な参考資料がほしいとしたら、一番来るべき場所はCertShikenです。CertShikenの知名度が高く、IT認定試験に関連するいろいろな優秀な問題集を持っています。それに、すべてのC\_THR86\_2505試験問題集に対する無料なdemoがあります。CertShikenのC\_THR86\_2505問題集があなたに適するかどうかを確認したいなら、まず問題集のデモをダウンロードして体験してください。

### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation 認定 C\_THR86\_2505 試験問題 (Q71-Q76):

#### 質問 # 71

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 employee becomes ineligible.
- B. The new pay grade is displayed.
- **C. The pay grade remains the same as it was when the forms were created.**
- D. New forms need to be created because an error will be shown.

正解: C

#### 質問 # 72

Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase. What is the best way to accomplish this?

- A. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- B. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.
- **C. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "no-raise."**
- D. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."

正解: C

#### 質問 # 73

A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%. How would you proceed?

- A. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- B. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- C. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.
- **D. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.**

正解: D

#### 質問 # 74

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

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 # 75

Your client uses a Salary Pay Matrix table for Pay Ranges. What are some Leading Practices Considerations around the maintenance use of these tables? Note: There are 2 correct answers to this question.

- A. Salary range tables should always be provided in the client's Functional Currency.
- B. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.
- C. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.
- D. Do not update salary range tables that were referenced in forms that have been launched for a prior cycle.

正解: B、D

#### 質問 # 76

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