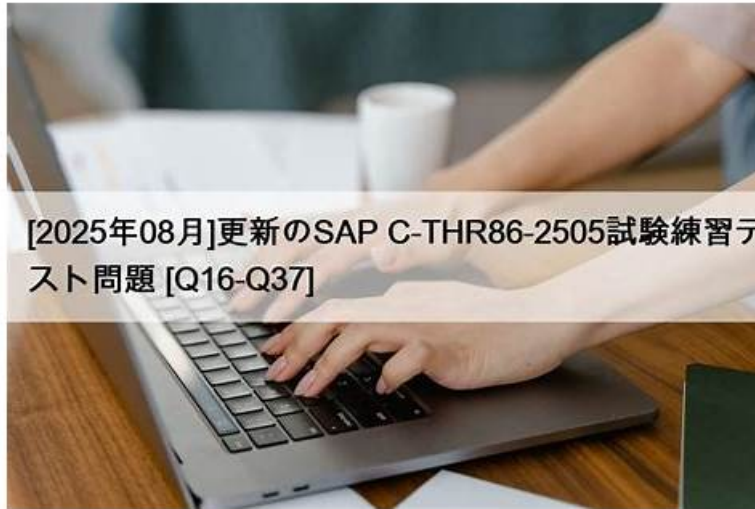


# C\_THR86\_2505最新知識、C\_THR86\_2505勉強資料



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

>> C\_THR86\_2505最新知識 <<

## 実際のC\_THR86\_2505 | 高品質なC\_THR86\_2505最新知識試験 | 試験の準備方法SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation勉強資料

受験C\_THR86\_2505認定は一晩で達成されないため、レビューに多くの時間と労力を費やす必要があり、レビュープロセスは1~2週間未満、1~2か月、さらには半年です。C\_THR86\_2505試験問題は、ユーザーの時間を節約するための最も効果的なツールであるという最大の利点の1つです。ユーザーはC\_THR86\_2505の問題トレントにあまり時間を費やす必要がなく、効率的な学習のためにタイムピースを使用するだけで、コストは約

20～30時間です。ユーザーは簡単にテストキーと質問と回答の難しさを習得できますC\_THR86\_2505準備ガイド。

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation 認定 C\_THR86\_2505 試験問題 (Q74-Q79):

### 質問 # 74

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.

How can you accomplish this?

- A. Use the suppress statement function.
- B. Use two compensation worksheet templates.
- C. Create multiple statement templates use groups.
- **D. Use conditional text sections in the statement editor.**

正解: D

解説:

In SAP SuccessFactors Compensation, you can use conditional text sections to display different content based on performance ratings or other criteria.

\* Using Conditional Text Sections

\* Option C: Conditional text sections allow the statement editor to show specific text for employees based on defined conditions, such as performance ratings. This way, employees with low ratings can see one version of text, while those with high ratings see another.

\* Why Other Options Are Incorrect

\* Option A (multiple templates) is more complex and unnecessary when conditional text is sufficient.

\* Option B (two worksheet templates) adds administrative complexity.

\* Option D (suppress statement function) is used to hide statements, not to vary the content based on conditions.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Statement Editor and Conditional Text Setup.

### 質問 # 75

Your customer uses SAP SuccessFactors Employee Central has the following setup:

\*Pay Component (id = "SALARY")

\*Pay Component (id = "CARALLOWANCE")

\*Pay Component (id = "HOUSEALLOWANCE")

\*Pay Component Group (id = "TC") made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.

The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- A. Map SALARY to the standard Current Salary field TC to meritTarget.  
\*Use merit to update the TC use custom fields to allow planners to update the allowances.  
\*Publish each component back separately.
- B. Map TC to the standard Current Salary field.  
\*Use the Merit column for the TC update.  
\*Extract the new TC with a report manually create import files to update EC.
- **C. Map TC to the standard Current Salary field.**  
\*Use the Merit column for the TC update.  
\*Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- D. Map TC to the standard Current Salary field.  
\*Use the Merit column for the TC update.  
\*Use the finSalary field some custom columns to calculate the components publish those back to EC.

正解: C

解説:

When a customer uses SAP SuccessFactors Employee Central with specific pay components and a Pay Component Group (PCG) designated for total cash (TC), integration configurations can help manage the pay components based on the planner's adjustments in the compensation module. Here's how the setup can be achieved to maximize integration and minimize manual updates:

\* Option B: "Map TC to the standard Current Salary field. Use the Merit column for the TC update.

Publish the finSalary value back to the pay component group in EC and have business rules split the sum into the components."

\* By mapping the total cash (TC) to the Current Salary field and using the Merit column for any updates, planners can adjust TC directly. The finSalary field can be configured to reflect the adjusted TC, which can then be published back to Employee Central. Business rules in Employee Central will then split the updated TC value among the components (SALARY, CARALLOWANCE, HOUSEALLOWANCE) based on predefined rules, ensuring that allowances remain consistent with the employee's grade.

: SAP SuccessFactors Compensation and EC Integration Guide > Configuring Pay Component Groups > Publishing Total Compensation Components.

Explanation for Incorrect Options:

Option A involves extra custom columns and manual calculations, which increases complexity.

Option C suggests a manual import process, which is labor-intensive and contrary to integration best practices.

Option D proposes a setup where SALARY is mapped to Current Salary and TC to meritTarget, which complicates the TC update process and is less optimal for integrated workflows.

#### 質問 # 76

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

#### 質問 # 77

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

正解: C

#### 質問 # 78

What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

- A. View budgets.
- B. Enter recommendations.
- C. Promote an employee.
- D. Import salary history into the profile.
- E. Display salary history.

正解: B、C、E

#### 質問 # 79

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話と行動の距離はどのぐらいありますか。これは人の心によることです。意志が強い人にとって、行動は目と鼻の先にあるのです。あなたはきっとこのような人でしょう。SAPのC\_THR86\_2505認定試験に申し込んだ以

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- C\_THR86\_2505試験の準備方法 | 最高のC\_THR86\_2505最新知識試験 | 実用的なSAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation勉強資料 □ { [www.goshiken.com](http://www.goshiken.com) }にて限定無料の“C\_THR86\_2505”問題集をダウンロードせよC\_THR86\_2505資格難易度
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