

# C\_THR86\_2505最新練習資料、C\_THR86\_2505練習問題集、C\_THR86\_2505試験内容



BONUS!!! Topexam C\_THR86\_2505ダンプの一部を無料でダウンロード: [https://drive.google.com/open?id=1bL9b2SwMj8xfOvy5Bh0Dq8yVhPk\\_x5VA](https://drive.google.com/open?id=1bL9b2SwMj8xfOvy5Bh0Dq8yVhPk_x5VA)

最新のSAP C\_THR86\_2505スタディガイドが作成されていることをご注意ください。これらの試験教材は高い合格率です。C\_THR86\_2505学習ガイドは、今後の試験に最適な支援になると確信しています。「ノーパス全額返金」を保証します。過去の失敗について落ち込んでいて、有効なC\_THR86\_2505学習ガイドを探したいと思う場合は、間違いなく100%合格として試験資料に返信することをお勧めします。私たちのC\_THR86\_2505学習ガイドに対する何千もの候補者の選択があなたの賢明な決定です。

## 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>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 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>                   |

## 更新するSAP C\_THR86\_2505 | 正確的なC\_THR86\_2505勉強ガイド試験 | 試験の準備方法SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation模擬体験

C\_THR86\_2505認定を迅速に取得するために、Topexam人々は多くのC\_THR86\_2505学習教材を購入しましたが、これらの教材は適切ではなく、助けにもならないこともわかっています。適切なC\_THR86\_2505テストガイドも見つからない場合は、C\_THR86\_2505学習資料を使用することをお勧めします。当社の製品は問題の解決に役立つため、C\_THR86\_2505の最新の質問を購入して実践することを決定しても、決して失望させません。また、C\_THR86\_2505試験問題のSAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation合格率は99%~100%です。

### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation 認定 C\_THR86\_2505 試験問題 (Q31-Q36):

#### 質問 # 31

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

正解: C

解説:

To control visibility of the current cycle's compensation statements while allowing access to past statements, use specific settings on the current year's statements:

\* Option C: "Under the permissions of the current statement(s), change the setting to Generated statements are not viewable."

\* By changing the settings of the current year's statement to "Generated statements are not viewable," you can control access to the current cycle's statements without impacting previous years. This option is effective for validation purposes as it restricts visibility for current statements while keeping historical statements accessible.

: SAP SuccessFactors Compensation Guide > Statement Management > Setting View Permissions for Current Statements.

Explanation for Incorrect Options:

Option A (Remove access to Employee Profile) is too broad, as it would prevent access to all employee profile content, not just the current statements.

Option B would restrict access to all statements, including past years.

Option D (Use Role-Based Permissions) does not provide specific control over statement visibility by year within the same compensation module.

#### 質問 # 32

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND\_MANAGER columns?

- **A. MANAGER: NO\_MANAGER**  
**\* SECOND\_MANAGER: NO\_MANAGER**
- B. MANAGER: blank  
\* SECOND\_MANAGER: NO\_MANAGER
- C. MANAGER: blank  
\* SECOND\_MANAGER: blank
- D. MANAGER: NO\_MANAGER  
\* SECOND\_MANAGER: blank

正解: A

### 質問 # 33

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

正解: B

解説:

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.

### 質問 # 34

Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Integration Suite
- C. SAP Application Interface Framework

正解: A

### 質問 # 35

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- B. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.
- C. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- D. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.

正解: D

• • • • •

C\_THR86\_2505模擬体験:[https://www.topexam.jp/C\\_THR86\\_2505\\_shiken.html](https://www.topexam.jp/C_THR86_2505_shiken.html)

- ちなみに、TopexamC\_THR86\_2505の一部をクラウドストレージからダウンロードできます：[https://drive.google.com/open?id=1bL9b2SwMj8xfOvy5Bh0Dq8yVhPk\\_x5VA](https://drive.google.com/open?id=1bL9b2SwMj8xfOvy5Bh0Dq8yVhPk_x5VA)