

주제 3	<ul style="list-style-type: none"> • 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 4	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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.
주제 8	<ul style="list-style-type: none"> • 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.

>> C-THR86-2505시험대비 덤프공부문제 <<

퍼펙트한 C-THR86-2505시험대비 덤프공부문제 최신버전 덤프데모 문제

Pass4Test는 고객님의 첫 번째 SAP C-THR86-2505 시험에서 패스할 수 있도록 최선을 다하고 있습니다. 만일 어떤 이유로 인해 고객이 첫 번째 시도에서 실패를 한다면, Pass4Test는 고객에게 SAP C-THR86-2505 덤프비용 전액을 환불 해드립니다. 환불 보상은 다음의 필수적인 정보들을 전제로 합니다.

최신 SAP Certified Associate C-THR86-2505 무료 샘플문제 (Q49-Q54):

질문 # 49

What are the valid hierarchy types available when selecting the Method of Planner in Compensation? Note: There are 3 correct answers to this question.

- A. HR Manager hierarchy
- B. Standard Suite hierarchy
- C. Rollup hierarchy (including Inactives)
- D. Standard Suite hierarchy (including Inactives)
- E. Compensation hierarchy (Second Manager)

정답: B,C,E

질문 # 50

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

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

정답: C

질문 # 51

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

정답: A

설명:

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.

질문 # 52

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus. What is the correct syntax to calculate the adjustment budget?

- A. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,adjustment))"curSalary
- B. toNumber(lookup("2018_BudgetPool,custom Country, customStatus, Adjustment))*curSalary
- C. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,2))"curSalary
- D. toNumber(lookup("2018_BudgetPool", custom Country,customStatus,1))"curSalary

정답: D

설명:

In SAP SuccessFactors Compensation, using look-up tables in formulas is a common method to calculate budget adjustments based on multiple criteria like an employee's country and status. This question is about selecting the correct syntax for using a look-up table to calculate a custom budget based on these criteria. Let's break down the logic and syntax for why option A is correct.

* Look-up Table Functionality in Compensation Templates In SuccessFactors Compensation, look-up tables are used to fetch values dynamically based on specific conditions. The lookup function in SAP allows fetching data from a pre-defined table by matching values from specified columns.

* Syntax and Parameters in the Lookup Function The lookup function syntax in SAP SuccessFactors Compensation is generally:

plaintext

Copy code
lookup("<lookupTableName>", <lookupKey1>, <lookupKey2>, <columnIndex>)

* <lookupTableName>: Name of the look-up table (in this case, "2018_BudgetPool").

* <lookupKey1> and <lookupKey2>: The fields in the form template used to search in the look-up table. Here, the customCountry and customStatus fields are used to locate the relevant budget value.

* <columnIndex>: Specifies the index of the column to retrieve. In this scenario, "1" refers to the budget adjustment percentage in the look-up table.

* Correct Formula Explanation

* Option A: toNumber(lookup("2018_BudgetPool", customCountry, customStatus, 1)) * curSalary

* This option correctly uses the lookup function to locate the appropriate adjustment factor (e.g., 1%) from the 2018_BudgetPool table based on the employee's country

(customCountry) and status (customStatus).

- * The toNumber() function is applied to ensure the fetched value is numeric, allowing it to be used in multiplication.
 - * The formula then multiplies the adjustment factor by the current salary (curSalary) to calculate the adjustment budget.
 - * Why Other Options Are Incorrect
 - * Option B: toNumber(lookup("2018_BudgetPool, customCountry, customStatus, Adjustment)) * curSalary
 - * This option contains syntax errors, such as missing quotation marks around the table name, and "Adjustment" is not a parameter in this lookup. The syntax is incorrect for SuccessFactors' formula setup.
 - * Option C: toNumber(lookup("2018_BudgetPool", customCountry.customStatus, 2)) * curSalary
 - * Incorrect because customCountry.customStatus is treated as a single parameter, which is invalid. Each key (customCountry and customStatus) should be separated by a comma, not a period.
 - * Option D: toNumber(lookup("2018_BudgetPool", customCountry, customStatus, adjustment)) * curSalary
 - * This option misuses "adjustment" as a parameter in the lookup, which is not defined within the context of the table structure.
 - * Additional SAP SuccessFactors Compensation References
 - * SAP SuccessFactors Compensation Guide: Refer to SAP Help Portal's SuccessFactors Compensation Guide for syntax rules of lookup tables.
 - * Lookup Table Configuration: In the configuration, ensure that the look-up table (2018_BudgetPool) is correctly defined with customCountry and customStatus as keys, and that the adjustment percentage is in the correct column (column index 1 in this example).
- The correct formula, Option A, follows SAP's syntax requirements and functional logic to retrieve the adjustment budget accurately.

질문 # 53

A customer would like percentage fields to only show decimal places if they are available. For example, 40.00% should display as 40%, but if the Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- A. defPercentFormat ###0##
- B. defAmountFormat #,###0##
- C. defPercentFormat #####.#####
- D. defPercentFormat #,###0.00

정답: A

설명:

The defPercentFormat ###0## configuration in SAP SuccessFactors Compensation allows percentages to display decimal points only when necessary.

* Format Explanation

* Format ###0##: This format displays whole numbers without decimal places if the value is an integer (e.g., 40% instead of 40.00%). If there are decimal values present (e.g., 40.54%), it will display them, as it does not limit the number of decimal places but adapts based on the value.

* Why Other Options Are Incorrect

* Option A (#,###0.00) forces two decimal places in all cases.

* Option B (#####.#####) allows multiple decimal places but would display extra zeros for whole numbers.

* Option C (defAmountFormat #,###0##) is used for amounts, not percentages.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Percentage and Number Formatting and Field Display Options.

질문 # 54

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우리Pass4Test 에서 제공하는 학습가이드에는 IT전문가들이 만들어낸 시험대비 자료들과SAP C-THR86-2505인증 시험의 완벽한 문제와 답들입니다. 그리고 우리Pass4Test에서는 IT업계에서의 높은 신뢰감으로 여러분들한테 100%보장을 드립니다. 우리에게 믿음을 드리기를 위하여SAP C-THR86-2505관련자료의 일부분 문제와 답 등 샘플을 무료로 다운받아 체험해볼수 있게 제공합니다.

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