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>> C_THR86_2505最新考題 <<

高通過率的C_THR86_2505最新考題&資格考試與真實材料的領導者&SAP SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation

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SAP C_THR86_2505 考試大綱：

主題	簡介
主題 1	• 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.
主題 2	• 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.
主題 3	• 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.

主題 4	• 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.
主題 5	• 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.
主題 6	• 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.
主題 7	• 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.
主題 8	• 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.

最新的 SAP Certified Associate C_THR86_2505 免費考試真題 (Q65-Q70):

問題 #65
A customer is using the following number format: ###0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- A. 0
- B. 1
- C. 2
- D. 3

答案：**A**

問題 #66
Your customer has the following requirements for their compensation plan:
1.Allow planners to make recommendations outside of the high/low values.
2. Display only the max min values in the compensation worksheet.
Which guideline rule settings must you set to fulfill these requirements?

- A. In Display Settings use min-max
  *Hard Limit: No
  *High/Low Action: Warn
- B. In Display Settings use low-high
  *Hard Limit: Yes
  *High/Low Action: Allow
- C. In Display Settings use min-max
  *Hard Limit: Yes
  *High/Low Action: Allow
- D. In Display Settings use min-max
  *Hard Limit: No
  *High/Low Action: Allow

答案：**D**

解題說明：
To allow planners to make recommendations outside of the high/low values but only display max and min values on the worksheet:
* Option A: "In Display Settings use min-max, Hard Limit: No, High/Low Action: Allow"
* Min-max display shows only the minimum and maximum guideline values. Setting Hard Limit to "No" allows planners to make

recommendations outside these values, and High/Low Action:
Allow enables the flexibility needed by the client.
: SAP SuccessFactors Compensation Guide > Guideline Management > Setting High/Low and Hard Limit Options.
Explanation for Incorrect Options:
Options B, C, and D include settings that would restrict planner flexibility or incorrectly display guideline ranges.

問題 #67
Which of the following tasks require that worksheets are moved to Complete before they can be performed?
Note: There are 2 correct answers to this question.

- A. Publishing Compensation Results in Employee Central
- B. Exporting data from Executive Review
- C. Generating Compensation Statements
- D. Compensation Plan Activity Audit

答案：A,C

解題說明：
In SAP SuccessFactors Compensation, certain actions require that worksheets are marked as "Complete" to finalize and lock in all data. This requirement ensures data integrity and consistency across various processes in the compensation cycle.
* Option A: "Generating Compensation Statements"
* Before generating compensation statements, it is necessary to complete the worksheets. Once a worksheet is marked as "Complete," it locks the data, allowing for consistent and finalized data to be used in the compensation statements.
: SAP SuccessFactors Compensation Guide > Worksheet Management > Requirements for Generating Statements.
Option B: "Publishing Compensation Results in Employee Central"
Publishing compensation data to Employee Central also requires worksheets to be in the "Complete" status.
This ensures that only verified and approved data is transferred to Employee Central, preventing any discrepancies.
Reference: SAP SuccessFactors Compensation and Employee Central Integration Guide > Publishing Compensation Data > Requirements for Publishing to Employee Central.
Explanation for Incorrect Options:
Option C (Exporting data from Executive Review) does not require worksheets to be marked as complete.
Option D (Compensation Plan Activity Audit) is a monitoring tool that does not require worksheet completion to track activities.

問題 #68
Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.
How can this requirement be met through configuration?

- A. Enter the effective date for the largest country in the Employee Central Settings screen.
  * Publish the results of the planning for all countries.
  * Manually modify the effective dates of the resulting EC data for the smaller countries.
- B. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
  * Use the Publish Selected Employees in Employee Central to publish the data for this country.
  * Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- C. Create a lookup table that contains the different dates that uses country as an input.
  * Map the lookup table name to the "start-date" of the pay component in the XML.
- D. Create a lookup table that contains the different dates that uses country as an input.
  * Create a custom date column that reads from the lookup table based on employee country.
  * Map the column ID of the custom date column to the "start-date" of the pay component in the XML.

答案：D

問題 #69
As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.
How can you best show this information?

- A. Include the Detailed (Rollup) Report option in the worksheet configuration.
- B. Enable the Executive Review - Read permission for all planners.
- C. Create an Ad Hoc report share it with all planners.
- D. Create a Tile for inclusion on the planners' Dashboards.

答案：A

問題 #70
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- C_THR86_2505最新考題 - 提供有效材料以通過SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation考試 🔲 ➡ www.newdumpspdf.com 🔲最新[C_THR86_2505]問題集合 C_THR86_2505題庫更新
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