

# C\_THR86\_2505최신탣덤프100%시험패스덤프공부자료



참고: ITDumpsKR에서 Google Drive로 공유하는 무료, 최신 C\_THR86\_2505 시험 문제집이 있습니다:  
<https://drive.google.com/open?id=1PxlkYStWidB0dN6FK3F4c7svzC2vO611>

현재 많은 IT인사들이 같은 생각하고 있습니다. 그것은 바로SAP C\_THR86\_2505인증시험자격증 취득으로 하여 IT 업계의 아주 중요한 한걸음이라고 말합니다.그만큼SAP C\_THR86\_2505인증시험의 인기는 말 그대로 하늘을 찌르고 있습니다,

C\_THR86\_2505인증시험은SAP인증시험중의 하나입니다.그리고 또한 비중이 아주 큰 인증시험입니다. 그리고SAP C\_THR86\_2505인증시험 패스는 진짜 어렵다고 합니다. 우리ITDumpsKR에서는 여러분이C\_THR86\_2505인증시험을 편리하게 응시하도록 전문적이 연구팀에서 만들어낸 최고의C\_THR86\_2505덤프를 제공합니다, ITDumpsKR와 만남으로 여러분은 아주 간편하게 어려운 시험을 패스하실 수 있습니다,

>> C\_THR86\_2505최신탣덤프 <<

## 시험대비 C\_THR86\_2505최신탣덤프 덤프문제

지금 같은 정보시대에, 많은 IT업체 등 사이트에SAP C\_THR86\_2505인증관련 자료들이 제공되고 있습니다, 하지만 이런 사이트들도 정확하고 최신 시험자료 확보는 아주 어렵습니다. 그들의SAP C\_THR86\_2505자료들은 아주 기본적인 것들뿐입니다. 전면적이지 못하여 응시자들의 관심을 끌지 못합니다.

## 최신 SAP Certified Associate C\_THR86\_2505 무료샘플문제 (Q41-Q46):

### 질문 # 41

Your client wants to restrict entry into the Lump Sum field to only members of the reward team. How can you achieve this?

- A. Use field-based permissions on the Lump Sum field a permission group of named individuals.
- B. Set the Lump Sum field to read-only to prevent planners from using it.
- C. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.
- D. Use mass actions through the Executive Review.

정답: A

#### 설명:

Field-based permissions allow specific control over who can view or edit fields in the compensation worksheet.

\* Restricting Access to Lump Sum Field with Field-Based Permissions

\* Option C: In SAP SuccessFactors Compensation, you can configure field-based permissions so only selected users (e.g., members of the reward team) can access and edit the Lump Sum field.

\* This approach uses a permission group to grant edit permissions only to specific individuals, ensuring that only authorized personnel can make entries in the Lump Sum field.

\* Why Other Options Are Incorrect

\* Option A (mass actions via Executive Review) does not restrict individual access to fields.

\* Option B (setting guidelines to zero) does not provide role-based access restriction and may cause confusion in the compensation planning process.

\* Option D (setting the field to read-only) would prevent all planners from editing, not just those outside the reward team.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Field-Based Permissions and Permission Groups.

### 질문 # 42

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 with enumerated values.
- B. Create a read-only string field make it reloadable.
- C. Create a read-only string field make it reportable.
- D. Create an editable string field make it reportable.

정답: A

#### 설명:

In SAP SuccessFactors Compensation, when a field requires planners to select from a pre-defined list of reasons (enumerated values) for categorizing lump sum reasons, it's essential to set up an editable string field with enumerated values.

\* Configuring an Editable Field with Enumerated Values

\* Enumerated values allow you to create a drop-down list of predefined options that planners can select from, ensuring standardized data entry.

\* The field should be configured as editable so that planners can choose from the list on the worksheet, providing clear reasoning for each lump sum entry.

\* Why Option C is Correct This option provides a list (enumeration) that is required to capture structured data for reporting and analysis purposes. It also enables consistent categorization by offering selectable reasons, reducing manual data entry errors.

\* Why Other Options Are Incorrect

\* Option A and D (read-only fields) do not allow planner input and therefore cannot be used for selections.

\* Option B (editable string without enumerated values) would allow free text, which doesn't ensure consistent categorization.

\* Reference Documentation

\* SAP SuccessFactors Compensation Configuration Guide: Configuring Editable Fields and Enumerated Values.

\* SAP Help Portal: Field and Custom Column Setup in Compensation.

### 질문 # 43

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

Note: There are 2 correct answers to this question.

- A. USERID
- B. STATUS
- C. MANAGER
- D. USERNAME

정답: A,B

설명:

When importing a compensation-specific User Data File (UDF) in SAP SuccessFactors Compensation, selecting "Assign default required field values for new users if none specified" in provisioning helps auto-fill necessary fields. However, certain fields must still be present for the import to function correctly:

\* USERID: This column uniquely identifies each employee and is mandatory as it links users to their respective records.

References: SAP SuccessFactors Compensation Implementation Guide - Required Fields for User Data File Import.

질문 # 44

What can be configured under Define Standard Validation Rules? Note: There are 2 correct answers to this question.

- A. Disallow save when budget is exceeded.
- B. Force comment when recommendation is outside guidelines.
- C. Split to Lump Sum when exceeding salary range.
- D. Update guideline hard limit.

정답: B,C

질문 # 45

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. IDoc
- B. OData
- C. RFC
- D. SOAP

정답: B,D

설명:

SAP recommends using OData and SOAP APIs to achieve clean core integrations with SAP SuccessFactors.

These API types are designed to work within the SAP ecosystem and support integration scenarios without impacting the core system structure.

\* OData API

\* OData is a REST-based API standard and is SAP's preferred choice for modern, scalable, and lightweight integrations, especially within SuccessFactors. It is ideal for clean core integrations that interact with business data.

\* SOAP API

\* SOAP is a widely used API protocol in SAP integrations and is highly structured, making it suitable for clean and stable integrations. Many SuccessFactors services support SOAP, especially for HR and payroll-related integrations.

\* Why Other Options Are Incorrect

\* Option B (IDoc) and Option C (RFC) are older SAP interface protocols typically used for SAP ECC or SAP S/4HANA on-premise integrations, but they are not generally recommended for SuccessFactors clean core cloud integrations.

\* Reference Documentation

\* SAP SuccessFactors Integration Guide on OData and SOAP API Usage.

질문 # 46

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요즘 같은 인재가 많아지는 사회에도 많은 업계에서는 아직도 관련인재가 부족하다고 합니다. .it업계에서도 이러한



