

C-THR86-2505資料的中率、C-THR86-2505日本語版参考資料



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調査、研究を経て、IT職員の月給の増加とジョブのプロモーションはSAP C-THR86-2505資格認定と密接な関係があります。給料の増加とジョブのプロモーションを真になるために、MogiExamのSAP C-THR86-2505問題集を勉強しましょう。いつまでもC-THR86-2505試験に準備する皆様に便宜を与えるMogiExamは、高品質の試験資料と行き届いたサービスを提供します。

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	報酬ワークシート: このセクションでは、報酬アナリストの報酬ワークシート管理に関する知識を評価します。業績、ボーナス、株式プロセスをサポートするために必要なテンプレート、列、数式、ワークシートの動作を計画することが求められます。
トピック 2	インポートテーブルの設定: このセクションでは、報酬アナリストが報酬関連に必要なテーブルを設定およびインポートする能力を評価します。これには、ビジネスルールとロジックに必要なルックアップテーブルとデータの読み込みが含まれます。
トピック 3	従業員固有データの管理: このセクションでは、報酬計画で使用する従業員固有データの処理におけるSAPコンサルタントのスキルを評価します。給与、パフォーマンス、カスタム指標などのフィールドのインポートとマッピングが含まれます。
トピック 4	権限: このセクションでは、報酬アナリストが報酬プランナーと管理者の役割ベースの権限を管理する知識を評価します。これには、フォーム、フィールド、プロセスへのアクセスのセキュリティ保護が含まれます。

トピック 5	報酬明細書: このセクションでは、SAPコンサルタントが従業員向けの報酬明細書を設定・生成する能力を評価します。明細書テンプレート、デザインオプション、出力設定などが含まれており、報酬結果を明確に伝えることができます。
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>> C-THR86-2505資料的中率 <<

C-THR86-2505日本語版参考資料、C-THR86-2505資格難易度

MogiExamのSAPのC-THR86-2505試験トレーニング資料は正確性が高く、カバー率も広い。あなたがSAPのC-THR86-2505認定試験に合格するのに最も良く、最も必要な学習教材です。うちのSAPのC-THR86-2505問題集を購入したら、私たちは一年間で無料更新サービスを提供することができます。もし学習教材は問題があれば、或いは試験に不合格になる場合は、全額返金することを保証いたします。

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation 認定 C-THR86-2505 試験問題 (Q66-Q71):

質問 # 66

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

正解: C

解説:

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 TemplatesIn 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 FunctionThe 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.

質問 # 67

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

正解: A

質問 # 68

A customer is using the Standard Manager hierarchy would like the following approval process:

1. Planning Manager
2. Next Level Manager
3. Reward Team member who launched the forms How will you set this up in the Route Map?

- A. Manager - Manager's Manager - Originator
- B. Employee Manager - Originator
- C. Employee Manager - User
- D. Manager - Manager's Manager - User

正解: B

質問 # 69

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

正解: C

質問 # 70

Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.

How do you build the eligibility rule to make this happen?

- A. Check the Hire Date field to see if the employee started at least 2 years ago.

- 正解: A

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- BONUS!!! MogiExam 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=1ovmTsHgWO0p8wLWH9hO5cqZelgMZE8IR>