

C-THR86-2505認定資格、C-THR86-2505日本語版試験勉強法



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SAP C-THR86-2505資格認定はバッジのような存在で、あなたの所有する専門技術と能力を上司に直ちに知られさせます。次のジョブプロモーション、プロジェクトとチャンスを申し込むとき、SAP C-THR86-2505資格認定はライバルに先立つのを助け、あなたの大業を成し遂げられます。

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	• 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.
トピック 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.
トピック 3	• 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.
トピック 4	• 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.

C-THR86-2505日本語版試験勉強法 & C-THR86-2505復習資料

IT領域で仕事しているあなたは、きっとIT認定試験を通して自分の能力を証明したいでしょう。それに、C-THR86-2505認証資格を持っている同僚や知人などますます多くなっているでしょう。そのような状況で、もし一つの資格を持っていないなら他の人に追及できないですから。では、どんな試験を受けるのかは決めましたか。SAPの試験はどうですか。C-THR86-2505認定試験のようなものはどうでしょうか。これは非常に価値がある試験なのですから、きっとあなたが念願を達成するのを助けられます。

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation 認定 C-THR86-2505 試験問題 (Q30-Q35):

質問 # 30

In an EC-integrated implementation, which of the following EC elements can be used to map fields? Note: There are 3 correct answers to this question.

- A. Time Off
- B. Pay Components
- C. Biographical Information
- D. Background Elements
- E. MDF Objects

正解: B、C、E

質問 # 31

What action is required to enable Employee Central integration for a template?

- A. Provide an effective date
- B. Enable field-based permissions.
- C. Update pay guide format.
- D. Reload guidelines.

正解: A

解説:

In SAP SuccessFactors Compensation, enabling integration with Employee Central requires specifying an effective date. This date is essential because Employee Central (EC) integration pulls data that is time- dependent, such as employee job information, pay components, and other relevant details.

* Providing an Effective Date for Integration

* Effective Date: Setting an effective date in the compensation template is necessary to synchronize data accurately from Employee Central. The system uses this date to retrieve the correct employee data as of that specific point in time.

* Why Other Options Are Incorrect

* Option A (field-based permissions) relates to access control but is not specifically required for enabling EC integration.

* Option B (reload guidelines) is used when updating or reloading guideline data but does not affect EC integration.

* Option C (update pay guide format) is unrelated to Employee Central integration.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Employee Central Integration Setup and Effective Date Configuration.

質問 # 32

Your client wants to display a paragraph in the body of the Compensation Statement that is displayed only to employees who are on a Performance Improvement Plan (PIP). An employee is on a PIP if they have a rating of 1 or 2. The standard Rating column is available on the worksheet.

However, the client does not want the rating itself to ever be displayed on the Statement. How can you satisfy this requirement?

- A. Include the rating on the statement in the right section.
*Include a Conditional Text Section on the statement using the rating field as a condition.
*Ensure the rating field is hidden on the statement by setting an impossible display condition.
- B. Include a Conditional Text Section on the statement using the rating field as a condition because all columns on the worksheet are available for conditional logic.

*Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.

- C. Include the rating on the statement in the right section.
*Include a Conditional Text Section on the statement using the rating field as a condition.
*Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- D. Add a paragraph to the body of the Statement that states that the section applies only to those who are on a Performance Improvement Plan those employees who are not may ignore the paragraph.

正解: B

解説:

To meet the requirement of displaying a paragraph only for employees on a Performance Improvement Plan (PIP) without showing the rating, the use of conditional text combined with field-based permissions is the best approach.

* Conditional Text Section and Field-Based Permissions

* Option D: A conditional text section allows you to set conditions (such as rating equals 1 or 2) to display specific content only for certain employees. Using field-based permissions to hide the rating ensures it is not displayed on the worksheet or statement.

* Why Other Options Are Incorrect

* Options A and B involve including the rating in the statement, which the client does not want.

* Option C (adding a paragraph for all employees with a note) does not selectively display the content based on PIP status.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Conditional Text Sections and Field-Based Permissions.

質問 # 33

Your client uses a Salary Pay Matrix table for Pay Ranges. What are some Leading Practices Considerations around the maintenance use of these tables? Note: There are 2 correct answers to this question.

- A. Do not update salary range tables that were referenced in forms that have been launched for a prior cycle.
- B. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.
- C. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.
- D. Salary range tables should always be provided in the client's Functional Currency.

正解: A、C

質問 # 34

What checks can you make with the Check tool? Note: There are 2 correct answers to this question.

- A. Accuracy of formula calculations
- B. Custom validations correctly configured
- C. Reportable fields correctly configured
- D. Circular hierarchies for form creation

正解: A、D

質問 # 35

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