

C-THR86-2505考試資料 & C-THR86-2505考題套裝

SAP C_THR86_2405 Certification: Exam Details, Syllabus and Questions

SAP C_THR86_2405 Exam Guide

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Get complete detail on C_THR86_2405 exam guide to crack SAP SuccessFactors Compensation - Implementation Consultant. You can collect all information on C_THR86_2405 tutorial, practice test, books, study material, exam questions, and syllabus. Firm your knowledge on SAP SuccessFactors Compensation - Implementation Consultant and get ready to crack C_THR86_2405 certification. Explore all information on C_THR86_2405 exam with number of questions, passing percentage and time duration to complete test.

P.S. Testpdf在Google Drive上分享了免費的、最新的C-THR86-2505考試題庫：https://drive.google.com/open?id=15Co4t70i4CwUnT4-mPi_zgMPbvDk9KGy

每每談及到 Testpdf網站的 C-THR86-2505 考題，很多人都稱贊其出題率是很高的，讓許多人的 SAP 證照之路沒有後顧之憂。“萬事俱備，只欠東風。”如果你沒有最新的 C-THR86-2505 考題作參照，再多的努力，是沒有用的，畢竟我們的 C-THR86-2505 考題可以作為真實考題題型的參照，讓大家順利進入了理想的單位。

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	• 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.
主題 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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.

>> C-THR86-2505考試資料 <<

C-THR86-2505考題套裝， C-THR86-2505證照

Testpdf為考生提供真正有效的考試學習資料，充分利用我們的SAP C-THR86-2505題庫問題和答案，可以節約您的時間和金錢。考生需要深入了解學習我們的C-THR86-2505考古題，為獲得認證奠定堅實的基礎，您會發現這是真實有效的，全球的IT人員都在使用我們的C-THR86-2505題庫資料。快來購買C-THR86-2505考古題吧！如果您想要真正的考試模擬，那就選擇我們的C-THR86-2505題庫在線測試引擎版本，支持多個設備安裝，還支持離線使用。

最新的 SAP Certified Associate C-THR86-2505 免費考試真題 (Q54-Q59):

問題 #54

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. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.
- C. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.
- D. Salary range tables should always be provided in the client's Functional Currency.

答案： A,B

問題 #55

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

答案： B,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 #56

You are implementing compensation in an EC-integrated environment you are NOT using the promotion functionality.

To where can you publish data?

Note: There are 3 correct answers to this question.

- A. Custom MDF Objects
- B. Job Information
- C. Employee Details
- D. Recurring Pay Components
- E. Compensation Information

答案: A,D,E

問題 #57

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: C

問題 #58

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table", customCountry, 1))/100.

The lookup table "budget_table" is configured with one input one output. There are three rows in the table:

*USA = 5

*GBR = 3

**=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Change the column to be of the Amount type.
- B. Surround the lookup function with the toNumber function.
- C. Surround the curSalary with the toString function.
- D. Remove the extra parentheses.

答案: B

解題說明:

In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:

* Option B: "Surround the lookup function with the toNumber function."

* In this formula, (curSalary lookup("budget_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget_table", customCountry, 1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.

