

C_THR86_2505コンポーネント、C_THR86_2505受験料



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>> C_THR86_2505コンポーネント <<

一番優秀なC_THR86_2505コンポーネント一回合格-権威のあるC_THR86_2505受験料

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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 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 2	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.
トピック 3	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.

トピック 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.
トピック 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.
トピック 6	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation 認定 C_THR86_2505 試験問題 (Q18-Q23):

質問 # 18

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

正解: D

解説:

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.

質問 # 19

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

正解: B

質問 # 20

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.
How can you accomplish this?

- A. Use the suppress statement function.
- B. Use two compensation worksheet templates.
- C. Create multiple statement templates use groups.
- **D. Use conditional text sections in the statement editor.**

正解: D

質問 # 21

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change. What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. The employee becomes ineligible.
- **B. The pay grade remains the same as it was when the forms were created.**
- C. New forms need to be created because an error will be shown.
- D. The new pay grade is displayed.

正解: B

質問 # 22

Which of the following customer scenarios is a good use of the Suppress Statement function? Note: There are 2 correct answers to this question.

- A. Employees who are on a performance improvement plan get a different statement from those who are not.
- B. Employees in one country get a statement at a different time from those in other countries.
- **C. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.**
- **D. Employees who were hired after a certain date do NOT get a statement.**

正解: C、D

解説:

The Suppress Statement function in SAP SuccessFactors Compensation is used to selectively prevent statement generation for specific employee groups based on predefined criteria.

* Option A: "Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement."

* This scenario is a suitable use of the Suppress Statement function. Only employees who receive RSU (Restricted Stock Units) grants will have a statement generated, while those without RSUs will not. This selective suppression prevents irrelevant statements from being issued.

: SAP SuccessFactors Compensation Guide > Statement Management > Suppressing Statements Based on Eligibility Criteria.

Option B: "Employees who were hired after a certain date do NOT get a statement." Employees hired after a specific date, often set as a cutoff for eligibility in a compensation cycle, can be excluded from statement generation using the Suppress Statement function. This prevents issuing statements to employees who were not part of the compensation cycle or plan.

Reference: SAP SuccessFactors Compensation Guide > Statement Management > Using Suppress Statement Function for Hire Date Criteria.

Explanation for Incorrect Options:

Option C (Employees in one country get a statement at a different time) does not directly relate to suppression; it is better managed by scheduling or workflow controls.

Option D (Employees on a performance improvement plan receive a different statement) would be handled by creating a separate template rather than using the Suppress Statement function.

質問 # 23

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