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| Topic 3 | <ul style="list-style-type: none"> Variable Pay Form: This section of the exam assesses the proficiency of SAP Consultants in configuring the Variable Pay form. It includes layout adjustments, display logic, and content settings necessary for presenting bonus information to managers and planners. |
| Topic 4 | <ul style="list-style-type: none"> Business Goals and Goal Weights: This section of the exam measures skills of SAP Consultants in setting up business goals and assigning weights. It includes the alignment of goals with corporate strategy and their influence on individual or group bonus outcomes. |
| Topic 5 | <ul style="list-style-type: none"> Bonus Plans: This section of the exam measures the skills of Compensation Analysts in setting up and managing bonus plans. It focuses on plan creation, assignment, and validation processes within the Variable Pay structure. |
| Topic 6 | <ul style="list-style-type: none"> Employee History Data and Background Element: This section of the exam measures the skills of Compensation Analysts in managing employee history and background elements. It involves mapping historical records and compensation-related fields to ensure data accuracy for calculations. |

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A lot of progress is being made in the SAP sector today. Many companies offer job opportunities to qualified candidates, but they have specific C_THR87_2505 certification criteria to select qualified candidates. Thus, they can filter out effective and qualified candidates from the population. SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) must be taken and passed to become a certified individual.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q30-Q35):

NEW QUESTION # 30

What is the effect of proration rounding?

- A. Rounds proration to a monthly value
- B. Forces proration to have X decimal places, where X is configurable
- C. Allows for the use of "point in time" salary calculations
- D. Changes start and/or end date used in BonusCalculation

Answer: A

NEW QUESTION # 31

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

- A. Update eligibility rules to include a bonus plan.
- B. Upload the Business Goal XML template in Provisioning.
- C. Assign the Business Goal template to the Variable Pay program.
- D. Reference the Plan ID in the business goal data file.
- E. Reference the Plan ID in the Bonus Plan file.

Answer: A,D,E

NEW QUESTION # 32

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- A. Imported from bonus plan

- B. Imported from goal management
- C. Imported from employee history
- D. Imported from user data file

Answer: C,D

NEW QUESTION # 33

The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

- A. The endDate column is in mm/dd/yyyy format.
- B. The country column shows a code rather than a label.
- C. The tgtPct column is using decimals.
- D. The basis column is using commas.

Answer: D

NEW QUESTION # 34

You are implementing an Employee Central-integrated Variable Pay template. The employee has 3 assignment records pulled from Employee Central, each with start and end dates within the bonus period, resulting in NO gaps or overlaps. What is the impact of the 3 assignment records on the payout?

- A. The first record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- B. Each record is considered when the employee's bonus payout is calculated and the bonus is prorated based on the dates of each record.
- C. Each record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- D. The last record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.

Answer: B

NEW QUESTION # 35

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