

最新的C-THR87-2505認證考試的學習資料



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SAP C-THR87-2505 考試大綱：

主題	簡介
主題 1	• 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.
主題 2	• 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.
主題 3	• Reports and Reward Statements: This section of the exam evaluates the knowledge of Compensation Analysts in generating reports and reward statements. It focuses on tools for communicating results to stakeholders and visualizing data through templates and dashboards.
主題 4	• Variable Pay Program Settings: This section of the exam assesses the knowledge of SAP Consultants in setting up variable pay program settings. It focuses on cycle configuration, plan types, and the underlying parameters that define how bonus programs operate.
主題 5	• Integration Scenarios: This section of the exam assesses the ability of Compensation Analysts to work with integration scenarios. It covers data transfer and alignment between SuccessFactors modules like Employee Central and Variable Pay.

>> C-THR87-2505學習資料 <<

SAP C-THR87-2505參考資料 & C-THR87-2505最新考古題

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最新的 SAP Certified Associate C-THR87-2505 免費考試真題 (Q17-Q22):

問題 #17

Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% - revenue and operating Income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

- A. $4000 \times 150\% + 4000 \times (80\% \times 50\% + 90\% \times 50\%)$
- B. $4000 \times 150\% \times (80\% \times 50\% + 90\% \times 50\%)$
- C. $150\% \times (4000 \times 50\% \times (80\% + 4000 \times 50\% \times 90\%))$
- D. $4000 \times 50\% \times (80\% \times 50\% + 90\% \times 50\%) + 4000 \times 50\% \times 150\%$

答案: D

問題 #18

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?

- A. The date the program ends
- B. The date published transactions are effective in Employee Central
- C. The date the program begins
- D. The date the system uses to pull data from Employee Central

答案: D

問題 #19

What information should be entered into the varPayProgramName column of the employee history data file?

- A. The background type ID
- B. The plan template name
- C. The background element name
- D. The variable pay objective plan ID

答案: B

問題 #20

In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer has multiple plan period date ranges.
- B. The customer is using multiple bonus calculation formulas.
- C. The customer has multiple sets of business goals.
- D. The customer has multiple route maps.

答案: C

問題 #21

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- B. 1
- C. 2
- D. 3

答案：D

問題 #22

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