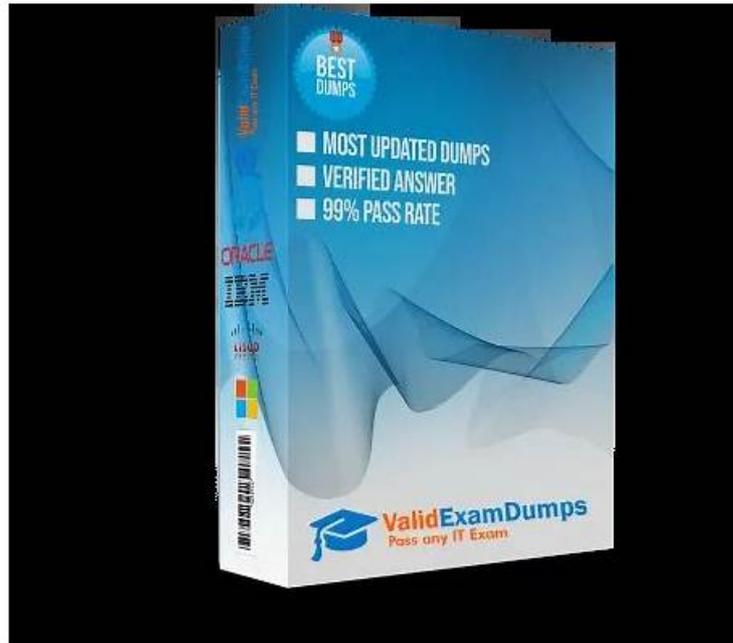# Latest Valid Test C-THR87-2505 Tutorial - How to Download for PDF Free Practice C-THR87-2505 Mock

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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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.
Topic 3	• 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 4	• Bonus Calculation Methods: This section of the exam measures the skills of Compensation Analysts and covers the configuration of different bonus calculation methods within the Variable Pay module. It includes defining logic that calculates payouts based on employee performance and business results.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q34-Q39):

NEW QUESTION # 34
Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- A. Use a bonus plan multiplier of 200%.
- B. Use bonus plan caps.
- C. Use guidelines where the maximum is set to 200%.
- D. Use gates on business goals.

Answer: B

NEW QUESTION # 35
Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.

- A. ifid1
- B. vfid5
- C. dfid1
- D. ffid1

Answer: B,D

NEW QUESTION # 36
A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses
$50,000, employees get 50% of their target payout. If the company loses $100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
- B. Use the Direct Payout function type and load 100,000 as achievement.
- C. Use the Direct Payout function type and load 40,000 as achievement.
- D. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100

Answer: D

NEW QUESTION # 37
Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

- A. Select Display Live Profile View.
- B. Complete the Variable Pay forms.
- C. Add the Variable Pay Individual View to the Succession Data Model.
- D. Add the Variable Pay Individual View to the Variable Plan template.
- E. Configure the employee files.

Answer: A,C,D

NEW QUESTION # 38

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

Answer: C,D,E

NEW QUESTION # 39

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