

SAP Exam C_THR87_2505 Overview: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay - ActualPDF Helps you Prepare Easily



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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q10-Q15):

NEW QUESTION # 10

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

Answer: D

NEW QUESTION # 11

Which bonus plan configuration is available only when using an import file?

- A. Bonus Cap Percentage
- B. Bonus Plan Name
- C. Team Section Weight
- D. Individual Section Weight

Answer: A

NEW QUESTION # 12

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

Answer: B,D

NEW QUESTION # 13

In which file do you specify the relationship between bonus plan and business goals?

- A. Business goals data file
- B. Business goal template
- C. Bonus plan data file
- D. Weights and mappings data file

Answer: D

NEW QUESTION # 14

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
- B. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
- C. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.

- **D. Only Permanent full-time employees are eligible to receive a bonus.**

Answer: C,D

NEW QUESTION # 15

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