

# 100% Pass 2025 SAP High-quality C-THR87-2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Practice Test



SAP CERTIFICATION

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## SAP C-THR87-2505 Exam Syllabus Topics:

| Topic   | Details                                                                                                                                                                                                                                                                                                                                                       |
|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <ul style="list-style-type: none"><li>• 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.</li></ul> |
| Topic 2 | <ul style="list-style-type: none"><li>• 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.</li></ul>                                      |
| Topic 3 | <ul style="list-style-type: none"><li>• Eligibility: This section of the exam evaluates the ability of SAP Consultants to define and configure eligibility rules. It includes setting criteria for plan participation and ensuring the correct employee population is included in bonus planning.</li></ul>                                                   |
| Topic 4 | <ul style="list-style-type: none"><li>• 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.</li></ul>                                                              |

|         |                                                                                                                                                                                                                                                                                                                                |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 5 | <ul style="list-style-type: none"> <li>• 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.</li> </ul> |
| Topic 6 | <ul style="list-style-type: none"> <li>• 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.</li> </ul>     |

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q73-Q78):

### NEW QUESTION # 73

An employee was part of the Consumer business unit from January 1-July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

#### Import/Export Legacy Eligibility Rules

Use this page to view, import and export data for bonus eligibility rules

File Name: [Browse...](#) No file selected.

Character Encoding: Western European (Windows/ISO) ▾

Delete all existing records prior to importing new data: ☐

[Import](#) [Save](#)

| rule | Conditions                                     |
|------|------------------------------------------------|
| Corp | businessUnit=Corporate                         |
| BU   | businessUnit=Consumer; businessUnit=AudioVideo |

[Export](#)

- A. This employee is eligible for the BU plan for a portion of the plan year, from August 1-December 31.
- B. This employee is eligible for the BU plan for a portion of the plan year, from January 1-July 31.
- C. This employee is eligible for the Corp plan for the entire plan year, from January 1-December 31.
- D. This employees is eligible for the Corp plan from January 1-July 31 and the BU plan from August 1-December 31.

Answer: D

### NEW QUESTION # 74

When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

- A. Rating type

- B. Effective date
- C. Performance management template name
- D. EC field mapping

**Answer: A,B**

#### NEW QUESTION # 75

What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

- A. Bonus forecast
- B. Compensation profile
- C. Bonus assignment letter
- D. Variable Pay individual view

**Answer: C**

#### NEW QUESTION # 76

Your customer wants to display historical bonus payments with the current worksheet. How can they show this information? Note: There are 2 correct answers to this question.

- A. Build an integration with the previous variable pay goal template.
- B. Create eligibility rules to pull historical data from previous plans.
- C. Define compensation period data in the compensation profile.
- D. Configure custom views in plan setup.

**Answer: C,D**

#### NEW QUESTION # 77

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

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

**Answer: A**

#### NEW QUESTION # 78

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Our C-THR87-2505 desktop practice test software works after installation on Windows computers. The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay C-THR87-2505 web-based practice exam has all the features of the desktop software, but it requires an active internet connection. If you are busy in your daily routine and cant manage a proper time to sit and prepare for the C-THR87-2505 Certification test, our C-THR87-2505 PDF questions file is ideal for you. You can open and use the C-THR87-2505 Questions from any location at any time on your smartphones, tablets, and laptops. Questions in the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay C-THR87-2505 PDF document are updated, and real.

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