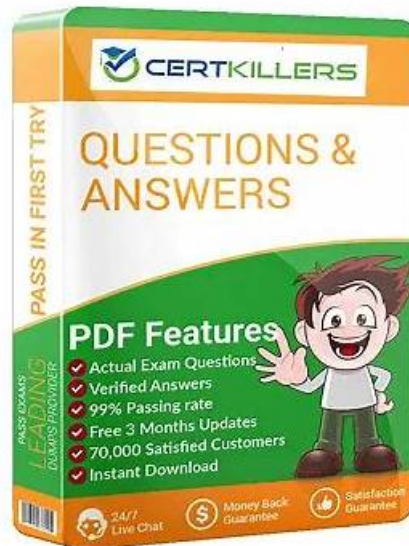# C-THR87-2505 Dump Check & C-THR87-2505 Reliable Test Voucher

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The SAP C-THR87-2505 certificate stands out among the numerous certificates because its practicability and role to improve the clients stocks of knowledge and practical ability. Owning a test SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay C-THR87-2505 certificate equals owning a weighty calling card when the clients find jobs and the proof that the clients are the competent people.

SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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 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.
Topic 5	• 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 6	• 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.
Topic 7	• 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.

C-THR87-2505 Practice Questions & C-THR87-2505 Actual Lab Questions: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q57-Q62):

NEW QUESTION # 57
Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A. Use Manager Form Eligibility.
- B. Include inactive employees.
- C. Configure multiple rules by EC entity for the program.
- D. Use Bonus Plan Eligibility.
- E. Enable global eligibility rule.

Answer: C

NEW QUESTION # 58
Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. Enable Suppress Statement
- B. No employees are eligible
- C. Enable Guideline Optimization

- D. All employees are eligible

Answer: D

NEW QUESTION # 59

Bonuses for all engineers at your client are calculated as follows: Basis (prorated salary × bonus target) × company achievement. Bonuses for all marketing staff at your client are calculated as follows: Basis × 50% individual achievement + 50% company achievement. How can this be implemented? Note: There are 2 correct answers to this question.

- A. One variable pay program that uses Base × (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual
- B. One variable pay program that uses Base × (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.
- C. One variable pay program using Base × Business Performance × Individual Performance. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual.
- D. Two variable pay programs: one using Base × Business Performance and using Base × (Business Performance + Individual Performance). The additive plan uses one business goal section weighted at 50%

Answer: B,D

NEW QUESTION # 60

A customer's variable pay program dates are January 1 to December 31, 2017. Given the screenshot below, what are the approximate Proration and Prorated Target Amount for this assignment?

- A. 75% and 2,000 respectively
- B. 75% and 6,000 respectively
- C. 25% and 6,000 respectively
- D. 25% and 2,000 respectively

Answer: D

NEW QUESTION # 61

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 tgtPct column is using decimals.
- C. The basis column is using commas.
- D. The country column shows a code rather than a label.

Answer: C

NEW QUESTION # 62
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