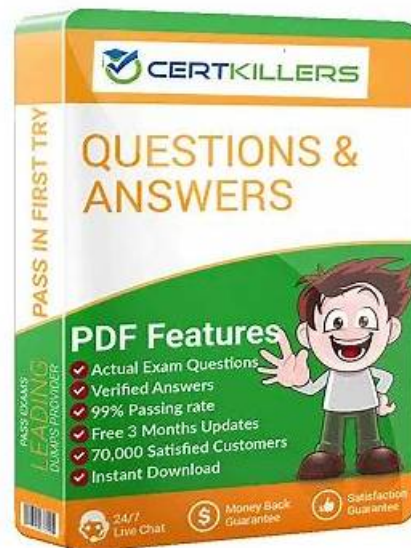# C-THR87-2505 Examinations Actual Questions & C-THR87-2505 Materials

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q37-Q42):

NEW QUESTION # 37
How would you assign the same business goal to all employees in a non-EC integrated plan?

- A. Use the correct performance management form template.
- B. Use a common field value for all employees in the employee history file.
- C. Use the Manage Employee grouping.
- D. Use the user ID of each employee in the business goals file.

Answer: B

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

Answer: B,D,E

NEW QUESTION # 39
Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

- A. Direct payout
- B. Multiplicative
- C. Step scale
- D. Additive
- E. Interpolation

Answer: A,B,E

NEW QUESTION # 40
Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note: There are 3 correct answers to this question.

- A. Local Currency Code
- B. Target Percentage
- C. Basis
- D. Variable Pay Program Name
- E. Salary

Answer: A,C,D

NEW QUESTION # 41
Assume a starting point of "All employees are eligible" and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Eligibility Rules?

- A. To exclude employees who have given their notice from the bonus payout calculation

- B. To include inactive users as part of the payout calculation
- C. To include inactive users as part of the Variable Pay form
- D. To exclude employees who have given their notice from the Variable Pay form

Answer: A

NEW QUESTION # 42
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