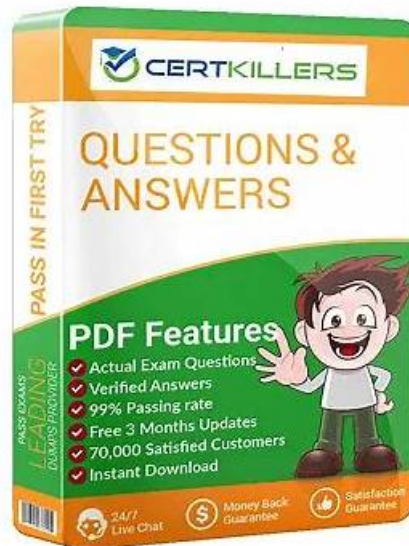


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C_THR87_2505 Explanation



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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none"> • 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 4	<ul style="list-style-type: none"> • 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.

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Detail C_THR87_2505 Explanation | C_THR87_2505 Real Testing Environment

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q54-Q59):

NEW QUESTION # 54

What report requires that worksheets have been launched before it will show results?

- A. Employee history gaps
- B. Business goal performance
- C. Employee history overlaps
- **D. Bonus payout**

Answer: D

NEW QUESTION # 55

Why might you use the check tool? Note: There are 2 correct answers to this question.

- A. To determine if goal weights are equal to 100%
- B. To determine if employees are assigned to an appropriate bonus plan
- **C. To determine if custom fields are reloadable**
- **D. To determine inactive planners in the hierarchy**

Answer: C,D

NEW QUESTION # 56

Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?

- **A. payoutPercentTarget**
- B. payoutFunctionType
- C. directPayout
- D. notes

Answer: A

NEW QUESTION # 57

The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

USD	GBP	0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.7564
USD	CNY	6.827

- A. Functional, User, Planner, and Any Currency
- B. Functional only
- C. Functional, User, and Planner
- **D. Functional and User**

Answer: D

NEW QUESTION # 58

Which of the following are standard criteria that can be used to create guidelines in variable pay? Note: There are 3 correct answers to this question.

- **A. Job level**
- B. Country
- **C. Rating**
- D. Division
- **E. Pay grade**

Answer: A,C,E

NEW QUESTION # 59

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