

C-THR87-2505 Reliable Exam Pdf | C-THR87-2505 Real Questions



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To write an effective C-THR87-2505 learning guide, one needs to have a good command of knowledge related with the exam. Our experts who devoted themselves to C-THR87-2505 practice materials over ten years constantly have been focused on proficiency of C-THR87-2505 Exam simulation with irreplaceable attributes. On some tough points, they use specific facts, definite figures to stress concretion. With our C-THR87-2505 study guide, you will know what will come in the real exam.

SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 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">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 4	<ul style="list-style-type: none">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.
Topic 5	<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 6	<ul style="list-style-type: none">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.

Topic 7	<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.
Topic 8	<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.

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

NEW QUESTION # 73

What formula do you use to suppress statements?

- A. `if finalPayout=0, " ")`
- B. `if(finalPayout=0,"FALSE","TRUE")`
- C. `if(finalPayout=0,"Valid","Invalid")`
- D. `if(finalPayout=0, "Yes", "No")`

Answer: B

NEW QUESTION # 74

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

rule	Conditions
Corp	businessUnit: Corporate
BU	businessUnit: Consumer; businessUnit: AudioVideo

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

Answer: A

NEW QUESTION # 75

A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?

- A. Hybrid template
- B. Enable Suppress Statement
- C. Enable Guideline Optimization
- D. Use MDF rule instead of imported eligibility rule

Answer: A

NEW QUESTION # 76

How is goal payout determined when using the direct payout function type?

- A. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- B. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.
- C. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.
- D. Direct payout percentage will override normal performance payout calculation.

Answer: D

NEW QUESTION # 77

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Leave the Basis field blank when importing the employee history data file.
- B. Configure the Basis field as a custom field in the background element.
- C. Delete the Basis field header when importing the employee history data file.
- D. Configure the Basis field to be hidden in the background element.

Answer: D

NEW QUESTION # 78

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Actual4Dumps's SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) exam questions contain SAP C-THR87-2505 real questions and answers that have been compiled and verified by SAP specialists in the field. This demonstrates that the real questions and answers in the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) material are legitimate for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) practice exam. The SAP C-THR87-2505 practice questions are intended to help you easily and confidently clear the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505).

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