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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay certification provides beginners and professionals with multiple great career opportunities. The SAP Exam C_THR87_2505 examination is one of the most demanding SAP tests. There are multiple benefits you can get after cracking the C_THR87_2505 test. The top-listed benefits include skill verification, high-paying jobs, bonuses, and promotions in your current organizations. All these benefits of earning the C_THR87_2505 certificate help you level up your career in the tech sector.

SAP C_THR87_2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q53-Q58):

NEW QUESTION # 53

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?

- A. Variable Pay XML template**
- B. Configure Label Names and Visibility
- C. Succession data model
- D. Column Designer**

Answer: A,D

NEW QUESTION # 54

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields are mapped to import keys uploaded within the UDF and are editable.
- B. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- C. The fields are mapped to import keys uploaded within the UDF and are read-only.**
- D. The fields use a custom calculation and are read-only.

Answer: C

NEW QUESTION # 55

Where do you define the payout function type?

- A. Background Element
- **B. Business Goals**
- C. Bonus Plan
- D. Business Goal Weights

Answer: B

NEW QUESTION # 56

A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses \$50,000, employees get 50% of their target payout. If the company loses \$100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
- B. Use the Direct Payout function type and load 100,000 as achievement.
- **C. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100**
- D. Use the Direct Payout function type and load 40,000 as achievement.

Answer: C

NEW QUESTION # 57

Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- **A. Personal Compensation Statement Notification**
- B. Bonus Assignment Statement
- **C. Variable Pay Rewards Statement**
- **D. Combined Rewards Statement**
- E. Variable Pay Individual View

Answer: A,C,D

NEW QUESTION # 58

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