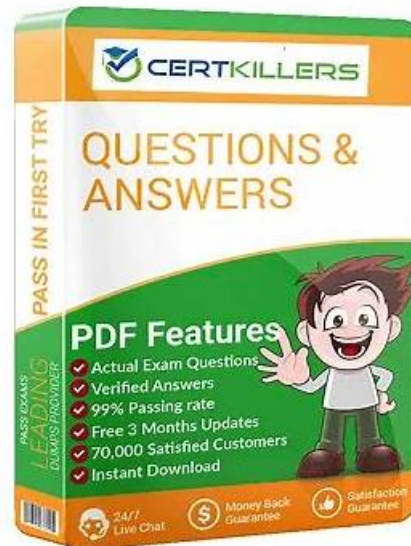


# Test C\_THR87\_2505 King & C\_THR87\_2505 Exam Simulations



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## SAP C\_THR87\_2505 Exam Syllabus Topics:

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

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q72-Q77):

#### NEW QUESTION # 72

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- **B. 1**
- C. 2
- D. 3

**Answer: B**

#### NEW QUESTION # 73

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals - but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" - that is, the employee's attainment against that goal affects their bonus at the end of the year. What is the best way to set this up without administrative intervention?

- **A. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.**
- B. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.
- C. Relevant goal performance is imported into each employee's Assignment History.
- D. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.

**Answer: A**

#### NEW QUESTION # 74

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

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

**Answer: B**

#### NEW QUESTION # 75

Where do you set the display order of the business goals?

- A. Bonus plan file
- **B. Business goal weights file**
- C. Design Worksheet
- D. Business goals file

**Answer: B**

#### NEW QUESTION # 76

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?

Corporate	SAP	Start Date: 1/1/17
Total Target		End Date: 3/31/17
Proration		Job Title: Executive Director of NC Sales
Prorated Target Amount: <input type="text" value="0.25"/>		Job Grade: X
		Job Location: Central
		Business Unit: Corporate
		Division: Sales
		Salary: 80,000
		Target Percent: 10%
		Target Amount: 8000.0

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

**Answer: D**

#### NEW QUESTION # 77

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