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SAP C_THR87_2205 Certification Description



The "SAP Certified Application Associate - SAP SuccessFactors Variable Pay 1H/2022" certification exam verifies that the candidate possesses the basic knowledge in the area of the SAP SuccessFactors Variable Pay application. This certificate proves that the candidate has a basic and overall understanding within the consultant profile of the industry solution and can implement this knowledge practically in projects under the guidance of an experienced consultant. It is recommended as an entry-level qualification to allow the consultant to get acquainted with the fundamentals of SAP SuccessFactors Variable Pay.

SAP C_THR87_2205 Certification Notes

To ensure success, SAP recommends combining education courses and hands-on experience to prepare for your C_THR87_2205 certification exam as questions will test your ability to apply the knowledge you have gained in training. You are not allowed to use any reference materials during the C_THR87_2205 certification test (no access to online documentation or to any SAP system).

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q59-Q64):

NEW QUESTION # 59

Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

- A. Reloading the goal weights file
- **B. Recalculating bonus data**
- C. Updating worksheets
- D. Updating business goals

Answer: B

NEW QUESTION # 60

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

Answer: C

NEW QUESTION # 61

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Delete the existing worksheet and then launch a new set.
- **B. Calculate Bonus and Update worksheets.**
- C. Update Goal Result and Update worksheets.
- D. Delete the user from their worksheet and add them back into the worksheet.

Answer: B

NEW QUESTION # 62

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- **A. Import business unit data via the employee history data file.**
- B. Define the Business Unit field as a department in the Succession Data Model XML.
- C. Import business unit data via the user data file.
- **D. Define the Business Unit field in the Variable Pay Background Element XML.**

Answer: A,D

NEW QUESTION # 63

A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?

- A. Dates later than program dates
- B. Dates earlier than program dates
- **C. Dates equal to the program dates**
- D. Dates should NOT be entered

Answer: C

NEW QUESTION # 64

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