

最實用的C-THR87-2505認證考試的參考資料



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>> C-THR87-2505熱門認證 <<

C-THR87-2505證照指南 & C-THR87-2505學習資料

為了幫助你準備C-THR87-2505考試認證，我們建議你有健全的知識和經驗C-THR87-2505考試，我們Testpdf設計的問題，可以幫助你輕鬆獲得認證，Testpdf SAP的C-THR87-2505考試的自由練習測試，C-THR87-2505考試問題及答案，C-THR87-2505考古題，C-THR87-2505書籍，C-THR87-2505學習指南。

最新的 SAP Certified Associate C-THR87-2505 免費考試真題 (Q19-Q24):

問題 #19

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- A. Addition
- B. Multiplication
- C. Division
- D. Subtraction

答案：A,B

問題 #20

Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% - revenue and operating Income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

- A. $4000 \times 150\% \times (80\% \times 50\% + 90\% \times 50\%)$
- B. $4000 \times 150\% + 4000 \times (80\% \times 50\% + 90\% \times 50\%)$
- C. $4000 \times 50\% \times (80\% \times 50\% + 90\% \times 50\%) + 4000 \times 50\% \times 150\%$
- D. $150\% \times (4000 \times 50\% \times (80\% + 4000 \times 50\% \times 90\%))$

答案： C

問題 #21

In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer is using multiple bonus calculation formulas.
- B. The customer has multiple plan period date ranges.
- C. The customer has multiple sets of business goals.
- D. The customer has multiple route maps.

答案： C

問題 #22

You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

- A. Executive review
- B. Field-based permission
- C. Custom views
- D. Compensation profile

答案： D

問題 #23

Bonuses for all engineers at your client are calculated as follows: Basis (prorated salary \times bonus target) \times company achievement. Bonuses for all marketing staff at your client are calculated as follows: Basis \times 50% individual achievement + 50% company achievement. How can this be implemented? Note: There are 2 correct answers to this question.

- A. One variable pay program that uses $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual
- B. Two variable pay programs: one using $\text{Base} \times \text{Business Performance}$ and using $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. The additive plan uses one business goal section weighted at 50%
- C. One variable pay program using $\text{Base} \times \text{Business Performance} \times \text{Individual Performance}$. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual.
- D. One variable pay program that uses $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.

答案： B,D

問題 #24

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C-THR87-2505資格認證考試是非常熱門的一項考試，雖然很難通過，但是你只要找准了切入點，考試合格並不是什麼難題。Testpdf就是你最好的選擇。Testpdf命中率高達100%的資料，可以幫你解決C-THR87-2505考試上的任何

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