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Preparing for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C\_THR87\_2505) certification test can be a difficult task for candidates. They often face several challenges during their preparation for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C\_THR87\_2505) exam, including fear, lack of updated C\_THR87\_2505 Exam Dumps, and time constraints. Fortunately, there is a solution to these challenges. BraindumpsVCE is a reliable website that provides genuine and updated C\_THR87\_2505 Practice Test.

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

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

Topic 3	<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>
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>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 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 8	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q66-Q71):

### NEW QUESTION # 66

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

**Answer: D**

### NEW QUESTION # 67

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 exported from Goal Management and imported into Business Goals.
- 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 in a separate section in the performance form.

**Answer: A**

### NEW QUESTION # 68

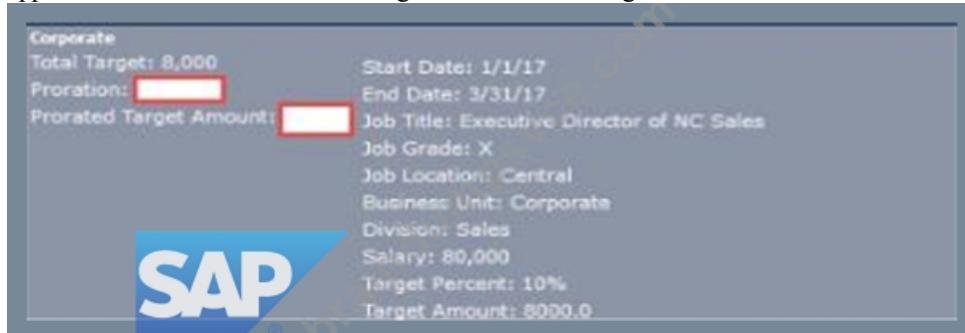
How is goal payout determined when using the direct payout function type?

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

**Answer: D**

#### NEW QUESTION # 69

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?



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

**Answer: C**

#### NEW QUESTION # 70

What is included in the Bonus Payout Details report? Note: There are 3 correct answers to this question.

- A. Bonus calculation for each employee
- B. Multiple rows of payout for each employee
- C. Total pay items for each employee
- D. Payout guidelines for each employee
- E. Eligibility criteria for each employee

**Answer: A,B,E**

#### NEW QUESTION # 71

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