SAP C-THR87-2505 Questions Boost Your Exam Preparation 2026

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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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.
Topic 5	• 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	• 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.
Topic 7	• 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 8	• 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 (Q73-Q78):

NEW QUESTION # 73
Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees. What data is processed?

- A. Data for employees who are in the administrator's dynamic group
- B. Data for all employees when the option "Delete all existing records prior to importing new data" is checked
- C. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- D. Data for employees who are in the administrator's target population

Answer: B

NEW QUESTION # 74
Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- B. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
- C. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates
- D. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match

Answer: A,C

NEW QUESTION # 75
A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Configure the Basis field to be hidden in the background element.
- B. Delete the Basis field header when importing the employee history data file.
- C. Configure the Basis field as a custom field in the background element.
- D. Leave the Basis field blank when importing the employee history data file.

Answer: A

NEW QUESTION # 76

In which file do you specify the relationship between bonus plan and business goals?

- A. Bonus plan data file
- B. Weights and mappings data file
- C. Business goal template
- D. Business goals data file

Answer: B

NEW QUESTION # 77

A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

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

Answer: A

NEW QUESTION # 78

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