

C_THR87_2505 Exam Simulator - Latest C_THR87_2505 Dumps



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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none">• 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.
Topic 4	<ul style="list-style-type: none">• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q25-Q30):

NEW QUESTION # 25

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

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

Answer: A,C

NEW QUESTION # 26

What is the difference between additive and multiplicative formulas for bonus calculation with respect to the impact of section weight, payout percent, and payout amount?

- A. Additive formulas use payout percent, whereas multiplicative formulas use section weights.
- B. Additive formulas use section weights, whereas multiplicative formulas use payout percent.
- C. Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.

Answer: C

NEW QUESTION # 27

Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note: There are 2 correct answers to this question.

- A. Calculations
- B. Lookup values
- C. Guidelines
- D. Reports

Answer: A,D

NEW QUESTION # 28

Which bonus plan configuration is available only when using an import file?

- A. Individual Section Weight
- B. Bonus Cap Percentage
- C. Bonus Plan Name
- D. Team Section Weight

Answer: B

NEW QUESTION # 29

A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses \$50,000, employees get 50% of their target payout. If the company loses \$100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Use the Direct Payout function type and load 100,000 as achievement.
- B. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
- C. Use the Direct Payout function type and load 40,000 as achievement.
- **D. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100**

Answer: D

NEW QUESTION # 30

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