

# C-THR87-2505 Test Voucher | C-THR87-2505 Latest Dumps Book



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With the coming of information age in the 21st century, C-THR87-2505 exam certification has become an indispensable certification exam in the IT industry. Whether you are a green hand or an office worker, ExamTorrent provides you with SAP C-THR87-2505 Exam Training materials, you just need to make half efforts of others to achieve the results you want. ExamTorrent will struggle with you to help you reach your goal. What are you waiting for?

## SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Bonus Calculation Methods:</b> 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 2	<ul style="list-style-type: none"><li>• <b>Eligibility:</b> 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 3	<ul style="list-style-type: none"><li>• <b>Variable Pay Program Settings:</b> 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 4	<ul style="list-style-type: none"><li>• <b>Integration Scenarios:</b> 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>
Topic 5	<ul style="list-style-type: none"><li>• <b>Bonus Plans:</b> 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 6	<ul style="list-style-type: none"><li>• <b>Employee History Data and Background Element:</b> 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>

## Highly Authoritative C-THR87-2505 Exam Prep Easy for You to Pass C-THR87-2505 Exam

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q41-Q46):

### NEW QUESTION # 41

You are implementing an Employee Central-integrated Variable Pay template. The employee has 3 assignment records pulled from Employee Central, each with start and end dates within the bonus period, resulting in NO gaps or overlaps. What is the impact of the 3 assignment records on the payout?

- A. Each record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- B. Each record is considered when the employee's bonus payout is calculated and the bonus is prorated based on the dates of each record.
- C. The last record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- D. The first record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.

Answer: B

### NEW QUESTION # 42

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

- A. PM form start date <= Assignment end date. Assignment start date <= PM form end date
- B. PM form start date <= Assignment start date. Assignment start date >= PM form end date
- C. PM form start date <= Assignment start date. PM form end date <= Assignment end date
- D. PM form start date >= Assignment end date. Assignment start date <= PM form start date

Answer: A

### NEW QUESTION # 43

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. Compensation profile
- D. Custom views

Answer: C

### NEW QUESTION # 44

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- A. Imported from user data file
- B. Imported from bonus plan

- C. Imported from employee history
- D. Imported from goal management

Answer: A,C

#### NEW QUESTION # 45

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

Answer: C,D

#### NEW QUESTION # 46

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