

New C_THR87_2505 Exam Answers, Valid C_THR87_2505 Test Vce



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We also save you money with up to 1 year of free SAP C_THR87_2505 exam questions updates. For customer satisfaction, a free demo version of the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) exam product is also available so that users may check its authenticity before even buying it. Don't miss this opportunity of buying an updated and affordable SAP C_THR87_2505 Exam product.

SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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.
Topic 2	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none">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 4	<ul style="list-style-type: none">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 5	<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 6	<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.
Topic 7	<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 8	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q80-Q85):

NEW QUESTION # 80

Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- A. Use a bonus plan multiplier of 200%.
- B. Use guidelines where the maximum is set to 200%.
- C. Use bonus plan caps.
- D. Use gates on business goals.

Answer: C

NEW QUESTION # 81

Which of the following are standard criteria that can be used to create guidelines in variable pay? Note: There are 3 correct answers to this question.

- A. Pay grade
- B. Country
- C. Division
- D. Job level
- E. Rating

Answer: A,D,E

NEW QUESTION # 82

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

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

Answer: C

NEW QUESTION # 83

If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- A. Use an MDF rule instead of importing eligibility rules.
- **B. Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.**
- **C. Create a rule in Manager Form Eligibility to include employees.**
- D. Add employees to the history data file.

Answer: B,C

NEW QUESTION # 84

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. Reports**
- C. Guidelines
- **D. Calculations**


Answer: B,D

NEW QUESTION # 85

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