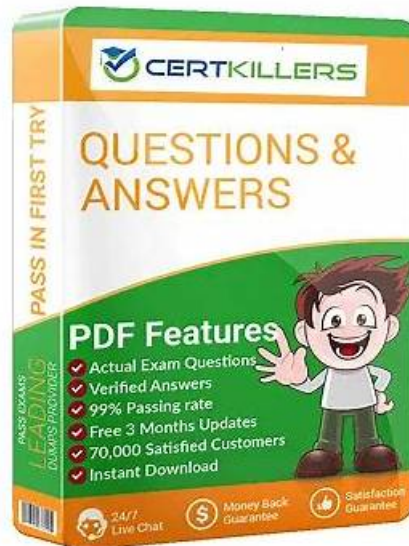# SAP C-THR87-2505 PDF Dumps - Pass Your Exam In First Attempt [Updated-2026]

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q17-Q22):

NEW QUESTION # 17
The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

USD	GBP	0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD		6.827

- A. Functional only
- B. Functional and User
- C. Functional, User, Planner, and Any Currency
- D. Functional, User, and Planner

Answer: B

NEW QUESTION # 18
What is the effect of proration rounding?

- A. Changes start and/or end date used in BonusCalculation
- B. Allows for the use of "point in time" salary calculations
- C. Rounds proration to a monthly value
- D. Forces proration to have X decimal places, where X is configurable

Answer: C

NEW QUESTION # 19
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. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
- B. Use the Direct Payout function type and load 100,000 as achievement.
- C. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100
- D. Use the Direct Payout function type and load 40,000 as achievement.

Answer: C

NEW QUESTION # 20
In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer is using multiple bonus calculation formulas.
- B. The customer has multiple plan period date ranges.
- C. The customer has multiple route maps.
- D. The customer has multiple sets of business goals.

Answer: D

NEW QUESTION # 21

Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a custom string column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Title field when the forms are launched?

Effective Date	Department	Job Title	Bonus Plan
June 15, 2019	Sales	Sales Associate	SALES
Jan 23, 2020	Sales	Sales Advisor	SALES
April 1, 2020	Marketing	Marketing Assistant	MKT
November 23, 2020	Marketing	Marketing Mai~~SAP~~ANAGER	MANAGER

- A. Sales Associate
- B. Sales Advisor
- C. Marketing Manager
- D. Marketing Assistant

Answer: A

NEW QUESTION # 22

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