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The SAP C-THR87-2205 certification exam is a highly respected credential in the field of SAP SuccessFactors Variable Pay. It demonstrates to all the holder has the necessary knowledge and skills to implement and configure the module effectively and efficiently, and to design and deploy configuration programs that align with business objectives. Earning this exam can open up new career opportunities and increase a salary package for professionals in this field.

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It is known to us that passing the C-THR87-2505 exam is very difficult for a lot of people. Choosing the correct study materials is so important that all people have to pay more attention to the study materials. If you have any difficulty in choosing the correct C-THR87-2505 preparation materials, here comes a piece of good news for you. The C-THR87-2505 Prep Guide designed by a lot of experts and professors from company are very useful for all people to pass the practice exam and help them get the SAP certification in the shortest time. And our pass rate is high as more than 98%.

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 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"> 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"> 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.

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

NEW QUESTION # 17

How would you assign the same business goal to all employees in a non-EC integrated plan?

- A. Use the user ID of each employee in the business goals file.
- B. Use the correct performance management form template.
- C. Use a common field value for all employees in the employee history file.
- D. Use the Manage Employee grouping.

Answer: C

NEW QUESTION # 18

Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A. Use Bonus Plan Eligibility.
- B. Use Manager Form Eligibility.
- C. Configure multiple rules by EC entity for the program.
- D. Enable global eligibility rule.
- E. Include inactive employees.

Answer: C

NEW QUESTION # 19

Which of the following system-standard equations are considered to be multiplicative formulas? Note: There are 3 correct answers to this question.

- A. Base x business performance x team performance x individual performance

- B. Base x business performance
- C. Base x (business performance + individual performance)
- D. Base x business performance x individual performance
- E. Base x (business performance + team performance + individual performance)

Answer: A,B,D

NEW QUESTION # 20

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?

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

Answer: C

NEW QUESTION # 21

Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

- A. User data file
- B. Business goals data file
- C. Employee history data file
- D. Bonus plan data file

Answer: C,D

NEW QUESTION # 22

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The C-THR87-2505 exam requires the candidates to have thorough understanding on the syllabus contents as well as practical exposure of various concepts of certification. Obviously such a syllabus demands comprehensive studies and experience. If you are lack of these skills, you should find our C-THR87-2505 study questions to help you equip yourself well. As long as you study with our C-THR87-2505 practice engine, you will find they can help you get the best percentage on your way to success.

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