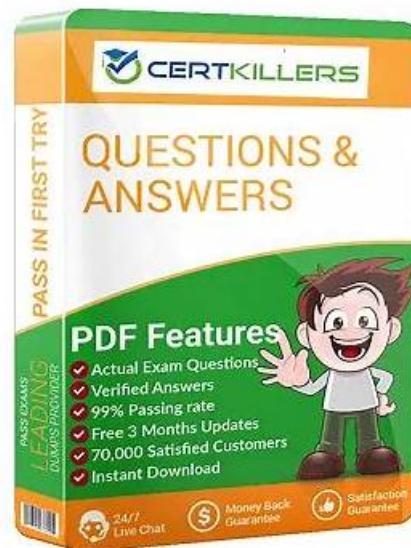# Latest C_THR87_2505 Exam Questions form the Most Valid Preparation Brain Dumps - Itcertking

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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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 5	• 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 6	• 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 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q70-Q75):

NEW QUESTION # 70
Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees. What data is processed?

- A. Data for employees who are in the administrator's dynamic group
- B. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- C. Data for all employees when the option "Delete all existing records prior to importing new data" is checked
- D. Data for employees who are in the administrator's target population

Answer: C

NEW QUESTION # 71
Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- A. Define the Business Unit field as a department in the Succession Data Model XML.
- B. Import business unit data via the user data file.
- C. Import business unit data via the employee history data file.
- D. Define the Business Unit field in the Variable Pay Background Element XML.

Answer: C,D

NEW QUESTION # 72

How is goal payout determined when using the direct payout function type?

- A. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.
- B. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- C. Direct payout percentage will override normal performance payout calculation.
- D. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.

Answer: C

NEW QUESTION # 73

What information should be entered into the varPayProgramName column of the employee history data file?

- A. The variable pay objective plan ID
- B. The plan template name
- C. The background type ID
- D. The background element name

Answer: B

NEW QUESTION # 74

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

Answer: A,C

NEW QUESTION # 75

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A lot of people have given up when they are preparing for the C_THR87_2505 exam. However, we need to realize that the genius only means hard-working all one's life. It means that if you do not persist in preparing for the C_THR87_2505 exam, you are doomed to failure. So it is of great importance for a lot of people who want to pass the exam and get the related certification to stick to studying and keep an optimistic mind. According to the survey from our company, the experts and professors from our company have designed and compiled the best C_THR87_2505 cram guide in the global market.

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