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## SAP C\_THR87\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>• <b>Business Goals and Goal Weights:</b> 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.</li> </ul>
Topic 3	<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 4	<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>

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## Updated C\_THR87\_2505 Dumps & Real C\_THR87\_2505 Testing Environment

Overall, we can say that with the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C\_THR87\_2505) exam you can gain a competitive edge in your job search and advance your career in the tech industry. However, to pass the SAP C\_THR87\_2505 Exam you have to prepare well. For the quick SAP C\_THR87\_2505 exam preparation the C\_THR87\_2505 Questions is the right choice.

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q43-Q48):

### NEW QUESTION # 43

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 + team performance + individual performance)
- E. Base x business performance x individual performance

**Answer: A,B,E**

### NEW QUESTION # 44

Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

- A. Add the Variable Pay Individual View to the Variable Plan template.
- B. Configure the employee files.
- C. Add the Variable Pay Individual View to the Succession Data Model.
- D. Select Display Live Profile View.
- E. Complete the Variable Pay forms.

**Answer: A,C,D**

### NEW QUESTION # 45

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only Permanent full-time employees are eligible to receive a bonus.
- B. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.

- C. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
- D. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.

**Answer: A,B**

#### NEW QUESTION # 46

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields are mapped to import keys uploaded within the UDF and are editable.
- B. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- C. The fields are mapped to import keys uploaded within the UDF and are read-only.
- D. The fields use a custom calculation and are read-only.

**Answer: C**

#### NEW QUESTION # 47

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

**Answer: B,C,D**

#### NEW QUESTION # 48

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