

Latest SAP C-THR87-2505 Exam Tips - Customized C-THR87-2505 Lab Simulation



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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
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">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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q18-Q23):

NEW QUESTION # 18

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

- A. Assign the Business Goal template to the Variable Pay program.
- B. Upload the Business Goal XML template in Provisioning.
- C. Reference the Plan ID in the business goal data file.
- D. Update eligibility rules to include a bonus plan.
- E. Reference the Plan ID in the Bonus Plan file.

Answer: C,D,E

NEW QUESTION # 19

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match
- B. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- C. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates
- D. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31

Answer: B,C

NEW QUESTION # 20

A customer's variable pay program dates are January 1 to December 31, 2017. Given the screenshot below, what are the approximate Proration and Prorated Target Amount for this assignment?

The screenshot shows the SAP SuccessFactors Variable Pay configuration interface. It displays the following details for a Corporate assignment:

- Corporate
- Total Target: 8,000
- Proration:
- Prorated Target Amount:
- Start Date: 1/1/17
- End Date: 3/31/17
- Job Title: Executive Director of NC Sales
- Job Grade: X
- Job Location: Central
- Business Unit: Corporate
- Division: Sales
- Salary: 80,000
- Target Percent: 10%
- Target Amount: 8000.0

- A. 75% and 2,000 respectively
- B. 25% and 6,000 respectively

- C. 75% and 6,000 respectively
- D. 25% and 2,000 respectively

Answer: D

NEW QUESTION # 21

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

Answer: B,D,E

NEW QUESTION # 22

What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

- A. Bonus assignment letter
- B. Variable Pay individual view
- C. Compensation profile
- D. Bonus forecast

Answer: A

NEW QUESTION # 23

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