

Guaranteed C-THR87-2505 Questions Answers & C-THR87-2505 Braindumps



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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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 4	<ul style="list-style-type: none">• 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 5	<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 6	<ul style="list-style-type: none">• 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 7	<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 8	<ul style="list-style-type: none">• Reports and Reward Statements: This section of the exam evaluates the knowledge of Compensation Analysts in generating reports and reward statements. It focuses on tools for communicating results to stakeholders and visualizing data through templates and dashboards.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q22-Q27):

NEW QUESTION # 22

Where do you set the display order of the business goals?

- A. Bonus plan file
- B. Business goal weights file
- C. Design Worksheet
- D. Business goals file

Answer: B

NEW QUESTION # 23

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

- A. Bonus assignment letter
- B. Bonus forecast
- C. Compensation profile

- D. Variable Pay individual view

Answer: A

NEW QUESTION # 24

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals - but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" - that is, the employee's attainment against that goal affects their bonus at the end of the year. What is the best way to set this up without administrative intervention?

- A. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.
- B. Relevant goal performance is imported into each employee's Assignment History.
- C. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.
- D. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.

Answer: A

NEW QUESTION # 25

The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

userid	varPayEmpHistData	startDate	endDate	varPayProgramName	division	department	country	payGrade	jobTitle
1	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Production FR	FR	GR-10	Assembly Manager
100009	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Talent Acquisition US	USA	GR-03	Recruiting Manager
100052	varPayEmpHistData	10/12/1996	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-04	Development Analyst Lead
100083	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-08	Development Manager
100093	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst
100095	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Program Manager
100096	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Quality Assurance US	USA	GR-06	Inspector
100097	varPayEmpHistData	01/01/2015	02/01/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
100097	varPayEmpHistData	02/02/2015	12/31/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
1000971	varPayEmpHistData	03/07/2015	12/31/2015	July Var Pay	Manufacturing	Production DE	DEU	GR-08	Capacity Planning Manager
100112	varPayEmpHistData	01/01/1996	09/29/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100112	varPayEmpHistData	09/30/2015	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100113	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Manufacturing	Production US	USA	GR-03	Executive Assistant
100115	varPayEmpHistData	10/17/2012	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	VP Operations
100135	varPayEmpHistData	10/03/2011	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-16	President United States
100152	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Compensation and Benefits US	USA	GR-08	Compensation Manager
100173	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-03	Executive Assistant to the President

- A. The endDate column is in mm/dd/yyyy format.
- B. The tgtPct column is using decimals.
- C. The country column shows a code rather than a label.
- D. The basis column is using commas.

Answer: D

NEW QUESTION # 26

What task can you complete in Configure Label Names and Visibility?

- A. Create custom fields.
- B. Change field groups.
- C. Relabel employee history fields.
- D. Deactivate form sections.

Answer: D

NEW QUESTION # 27

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