

C_THR87_2505 Test Dates, C_THR87_2505 New Test Materials



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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	• 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	• 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 5	• 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.

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C_THR87_2505 New Test Materials - Interactive C_THR87_2505 Questions

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q69-Q74):

NEW QUESTION # 69

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?

- A. The date published transactions are effective in Employee Central
- **B. The date the system uses to pull data from Employee Central**
- C. The date the program begins
- D. The date the program ends

Answer: B

NEW QUESTION # 70

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

Answer: C,D

NEW QUESTION # 71

When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

- **A. Effective date**
- B. EC field mapping
- **C. Rating type**
- D. Performance management template name

Answer: A,C

NEW QUESTION # 72

How can you create worksheets where employees have planners outside their line manager hierarchy?

- A. Use the custom manager option for assigning employees in the user data file and in the route map.
- B. Assign the employees to matrix managers and use matrix managers in the route map.
- **C. Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.**
- D. Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.

Answer: C

NEW QUESTION # 73

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

- Answer: D**

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