

# 100% Pass SAP - C\_THR87\_2505–High Pass-Rate Exam Cram Review



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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay can advance your professional standing. Passing the SAP C\_THR87\_2505 exam is the requirement to become SAP Professionals and to get your name included. Practicing with SAP C\_THR87\_2505 Dumps is considered the best strategy to test the exam readiness. After passing the C\_THR87\_2505 exam you will become a valuable asset for the company you work for or want to work. You don't need to sacrifice your job hours or travel to distant training institutes for exam preparation when you have SAP C\_THR87\_2505 Dumps for instant success. These C\_THR87\_2505 dumps questions with authentic answers are compiled by SAP professionals and follow the actual exam's questioning style.

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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q56-Q61):**

### **NEW QUESTION # 56**

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- **A. Imported from user data file**
- B. Imported from goal management
- **C. Imported from employee history**
- D. Imported from bonus plan

**Answer: A,C**

### **NEW QUESTION # 57**

Which scenario requires the weights and mappings data file to be reimported?

- A. Update in bonus cap
- **B. Change in business goal name**
- C. Change in eligibility rule criteria
- D. Update in an employee's assignment date

**Answer: B**

### **NEW QUESTION # 58**

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- **A. Float fields**
- B. Percentage fields
- **C. Integer fields**
- **D. Text fields**
- E. Boolean fields

**Answer: A,C,D**

### **NEW QUESTION # 59**

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- **A. Addition**
- B. Subtraction
- **C. Multiplication**
- D. Division

**Answer: A,C**

### **NEW QUESTION # 60**

A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses \$50,000, employees get 50% of their target payout. If the company loses \$100,000 or more, nobody receives a payout. Finance

provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Use the Direct Payout function type and load 100,000 as achievement.
- B. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
- C. Use the Direct Payout function type and load 40,000 as achievement.
- **D. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100**

**Answer: D**

## NEW QUESTION # 61

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You will need to pass the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C\_THR87\_2505) exam to achieve the SAP C\_THR87\_2505 certification. Due to extremely high competition, passing the SAP C\_THR87\_2505 exam is not easy; however, possible. You can use PDFVCE products to pass the C\_THR87\_2505 Exam on the first attempt. The SAP practice exam gives you confidence and helps you understand the criteria of the testing authority and pass the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C\_THR87\_2505) exam on the first attempt.

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