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The SAP C_THR87_2505 exam is one of the most valuable certification exams. The C_THR87_2505 exam opens a door for beginners or experienced SAP professionals to enhance in-demand skills and gain knowledge. C_THR87_2505 credential is proof of candidates' expertise and knowledge. To get all these benefits SAP you must have to pass the C_THR87_2505 Exam which is not an easy task. Solutions provide updated, valid, and actual SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) Dumps that will assist you in C_THR87_2505 preparation and you can easily get success in this challenging SAP C_THR87_2505 exam with flying colors.

SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	Variable Pay Form: This section of the exam assesses the proficiency of SAP Consultants in configuring the Variable Pay form. It includes layout adjustments, display logic, and content settings necessary for presenting bonus information to managers and planners.
Topic 2	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 3	• 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 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.
Topic 6	• 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 7	• 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 8	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q81-Q86):

NEW QUESTION # 81

Your customer wants to display historical bonus payments with the current worksheet. How can they show this information? Note: There are 2 correct answers to this question.

- A. Configure custom views in plan setup.
- B. Define compensation period data in the compensation profile.
- C. Create eligibility rules to pull historical data from previous plans.
- D. Build an integration with the previous variable pay goal template.

Answer: A,B

NEW QUESTION # 82

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

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

Answer: B,C

NEW QUESTION # 83

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

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

- D. Assign the employees to matrix managers and use matrix managers in the route map.

Answer: A

NEW QUESTION # 84

A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?

- **A. Hybrid template**
- B. Enable Guideline Optimization
- C. Enable Suppress Statement
- D. Use MDF rule instead of imported eligibility rule

Answer: A

NEW QUESTION # 85

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

- A. PM form start date $\geq$ Assignment end date. Assignment start date $\leq$ PM form start date
- B. PM form start date $\leq$ Assignment start date. PM form end date $\leq$ Assignment end date
- **C. PM form start date $\leq$ Assignment end date. Assignment start date $\leq$ PM form end date**
- D. PM form start date $\leq$ Assignment start date. Assignment start date $\geq$ PM form end date

Answer: C

NEW QUESTION # 86

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