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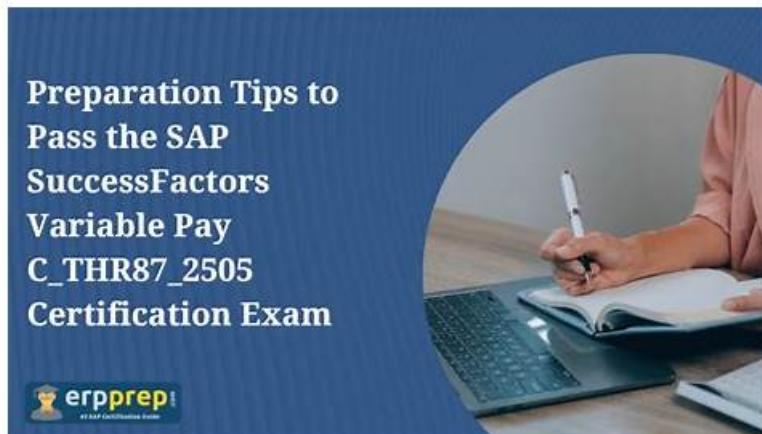
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Our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) exam dumps comes in three formats: SAP C-THR87-2505 PDF dumps file, desktop-based practice test software, and a web-based practice exam. These versions are specially designed to make SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) preparation for users easier. C-THR87-2505 Questions in these formats of VCE4Plus's material are enough grasp every test topic in the shortest time possible.

SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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 5	• 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.
Topic 6	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q58-Q63):

NEW QUESTION # 58
How do you ensure that a planner enters an amount within a specific range?

- A. Create gates using performanceMin and performanceMax.
- B. Enter values in the minimum/maximum columns on the business goals file.
- C. Configure minimum/maximum guidelines in the plan setup.
- D. Set min-max to display as guideline pattern.

Answer: D

NEW QUESTION # 59
Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?

- A. payoutFunctionType
- B. notes
- C. directPayout
- D. payoutPercentTarget

Answer: D

NEW QUESTION # 60
Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note: There are 2 correct answers to this question.

- A. Calculations
- B. Guidelines
- C. Lookup values
- D. Reports

Answer: A,D

NEW QUESTION # 61
What is the effect of proration rounding?

- A. Changes start and/or end date used in BonusCalculation
- B. Rounds proration to a monthly value
- C. Forces proration to have X decimal places, where X is configurable
- D. Allows for the use of "point in time" salary calculations

Answer: B

NEW QUESTION # 62

The bonuses of all employees at your client are determined by the following results: 30% Corporate Performance. 30% Country Performance. 40% Individual Achievement. All employees have the same result for Corporate Performance, but the result for Country Performance varies based on the employee's country. The Individual Achievement comes from a linked performance form's overall result. How would this be configured? Note: There are 2 correct answers to this question.

- A. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 50% and Country Performance is weighted 50%
- B. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%
- C. Additive plan with one Business Goal section. The Business Goal section is weighted 30% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%
- D. Additive plan with two Business Goal sections. Corporate Performance in one Business Goal section, weighted at 30%. Country Performance in other section, weighted at 30%. Individual section weighted at 40%

Answer: A,D

NEW QUESTION # 63

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