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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<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 4	<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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## Exam C\_THR87\_2505 Fees - C\_THR87\_2505 Latest Exam Camp

By taking our SAP C\_THR87\_2505 practice exam, which is customizable, you can find and strengthen your weak areas. Additionally, we provide a specialized 24/7 customer support team to assist you with any problems you may run into while using our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay exam questions. Our SAP C\_THR87\_2505 desktop-based practice exam software's ability to be used without an active internet connection is another incredible feature.

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q71-Q76):

#### NEW QUESTION # 71

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
- **B. Only Permanent full-time employees are eligible to receive a bonus.**
- C. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
- **D. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.**

**Answer: B,D**

#### NEW QUESTION # 72

Which customer scenarios require the use of multiple variable pay programs? Note: There are 3 correct answers to this question.

- A. The customer is using different eligibility rules.
- B. The customer has some employees in Employee Central and others in an external system.
- **C. The customer is using a different plan period date range.**
- **D. The customer is using a different route map.**
- **E. The customer is using a different bonus calculation formula.**

**Answer: C,D,E**

#### NEW QUESTION # 73

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

**Answer: C,D**

#### NEW QUESTION # 74

An employee was part of the Consumer business unit from January 1-July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

- A. This employee is eligible for the Corp plan for the entire plan year, from January 1-December 31.
- B. This employee is eligible for the BU plan for a portion of the plan year, from August 1-December 31.
- C. This employee is eligible for the BU plan for a portion of the plan year, from January 1-July 31.
- **D. This employee is eligible for the Corp plan from January 1-July 31 and the BU plan from August 1-December 31.**

**Answer: D**

#### NEW QUESTION # 75

Your client wants to change the label on a field in the Assignment Details level of their worksheet. Where could you make the change? Note: There are 2 correct answers to this question.

- **A. Employee History background element**
- **B. Column Designer, Assignment Level fields**
- C. Custom Views
- D. Column Designer, Entry Level fields

**Answer: A,B**

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