

C-THR87-2505通過考試有效通過SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay考試



SAP CERTIFICATION

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>> C-THR87-2505通過考試 <<

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SAP C-THR87-2505 考試大綱：

主題	簡介
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主題 1	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.
主題 2	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.
主題 3	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.
主題 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.
主題 5	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.
主題 6	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.
主題 7	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.

最新的 SAP Certified Associate C-THR87-2505 免費考試真題 (Q61-Q66):

問題 #61

How would you assign the same business goal to all employees in a non-EC integrated plan?

- A. Use a common field value for all employees in the employee history file.
- B. Use the Manage Employee grouping.
- C. Use the user ID of each employee in the business goals file.
- D. Use the correct performance management form template.

答案: A

問題 #62

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 <= Assignment start date. Assignment start date >= PM form end date
- B. PM form start date >= Assignment end date. Assignment start date <= PM form start date
- C. PM form start date <= Assignment start date. PM form end date <= Assignment end date
- D. PM form start date <= Assignment end date. Assignment start date <= PM form end date

答案: D

問題 #63

Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- A. Combined Rewards Statement
- B. Variable Pay Individual View

- C. Variable Pay Rewards Statement
- D. Personal Compensation Statement Notification
- E. Bonus Assignment Statement

答案：A,C,D

問題 #64

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

答案：A

問題 #65

Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. Enable Guideline Optimization
- B. Enable Suppress Statement
- C. All employees are eligible
- D. No employees are eligible

答案：C

問題 #66

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