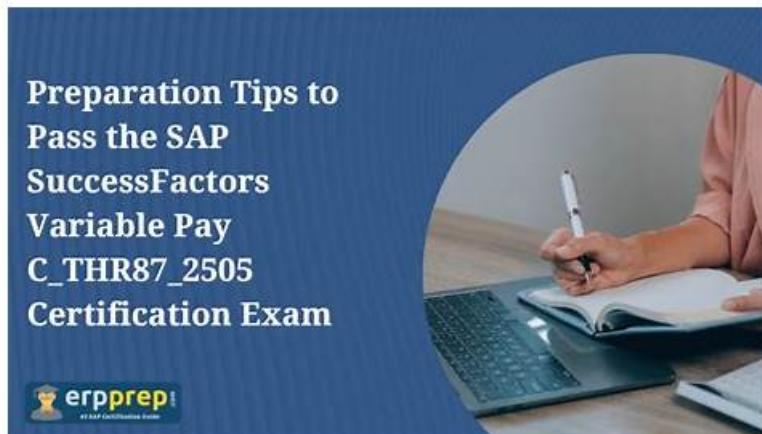


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The Pass4cram is a trusted and reliable platform that has been helping the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) certification exam candidates for many years. Over this long time period, the Pass4cram C-THR87-2505 exam practice questions have helped the C-THR87-2505 exam candidates in their preparation and enabled them to pass the challenging exam on the first attempt. You can also trust Pass4cram C-THR87-2505 Exam Practice questions and start preparation with complete peace of mind and satisfaction.

SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none">• 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 4	<ul style="list-style-type: none">• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q48-Q53):

NEW QUESTION # 48

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 # 49

In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

- A. There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.
- B. In some countries, the bonus is multiplicative, while in others it is additive.
- C. The bonuses of different groups of employees are affected by different business goals.
- D. There are only two business goals, but the weighting of the goals varies by employee grade.

Answer: C,D

NEW QUESTION # 50

Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Employee History report
- B. Employee History Gaps report
- C. Bonus Payout Details report
- D. Employee History Overlaps report

Answer: B

NEW QUESTION # 51

Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees. What data is processed?

- A. Data for employees who are in the administrator's dynamic group
- B. Data for employees who are in the administrator's target population
- C. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- D. Data for all employees when the option "Delete all existing records prior to importing new data" is checked

Answer: D

NEW QUESTION # 52

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 30% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%
- B. 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%

- C. 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%
- D. 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%

Answer: B,C

NEW QUESTION # 53

Success in the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) certification exam helps people update their skills. Many aspirants don't find updated SAP C-THR87-2505 practice test questions and fail the final test. This failure in the SAP C-THR87-2505 Exam leads to a loss of money and time. If you are also planning to attempt the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) exam and are confused about where to prepare yourself for it then you are at the right place.

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