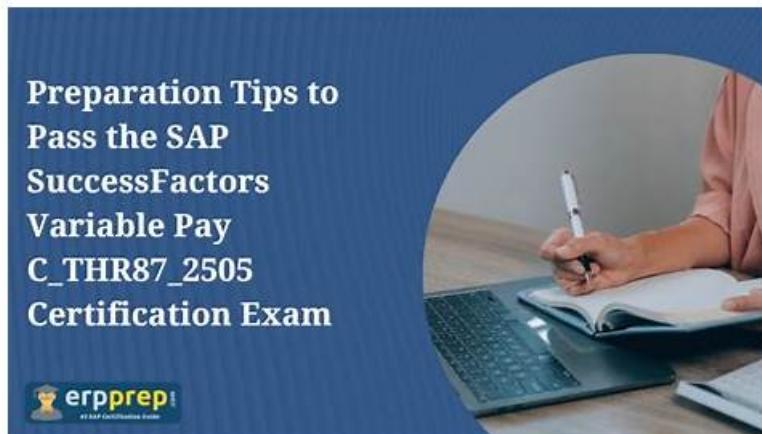# Highly Authoritative C_THR87_2505 Exam Prep Easy for You to Pass C_THR87_2505 Exam

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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	• 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 3	• 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.
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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q39-Q44):

NEW QUESTION # 39
In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer is using multiple bonus calculation formulas.
- B. The customer has multiple plan period date ranges.
- C. The customer has multiple route maps.
- D. The customer has multiple sets of business goals.

Answer: D

NEW QUESTION # 40
What report requires that worksheets have been launched before it will show results?

- A. Employee history gaps
- B. Employee history overlaps
- C. Bonus payout
- D. Business goal performance

Answer: C

NEW QUESTION # 41
Which Variable Pay report shows employees that have less than the full plan year of eligibility?

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

Answer: C

NEW QUESTION # 42
Which bonus plan configuration is available only when using an import file?

- A. Bonus Cap Percentage
- B. Team Section Weight
- C. Bonus Plan Name
- D. Individual Section Weight

Answer: A

NEW QUESTION # 43
The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

- A. Functional, User, Planner, and Any Currency
- B. Functional and User
- C. Functional, User, and Planner

- D. Functional only

Answer: B

NEW QUESTION # 44

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