

# Actual C-THR87-2505 Test - C-THR87-2505 New Braindumps Free



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## SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</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>

Topic 5	<ul style="list-style-type: none"> <li>• <b>Business Goals and Goal Weights:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Variable Pay Form:</b> 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.</li> </ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q11-Q16):

#### NEW QUESTION # 11

Your customer launched the worksheets and found some employees are NOT appearing. Which reports would you run to troubleshoot the issue? Note: There are 3 correct answers to this question.

- A. Export Users Without Managers
- B. Aggregate report
- C. Export Ineligible Users
- D. Employee History report
- E. Variable Pay Audit report

Answer: A,D,E

#### NEW QUESTION # 12

Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

- A. Additive
- B. Interpolation
- C. Multiplicative
- D. Step scale
- E. Direct payout

Answer: B,C,E

#### NEW QUESTION # 13

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

Answer: C

#### NEW QUESTION # 14

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- A. base x business performance x individual performance
- B. base + (business performance + individual performance)
- C. base x (business performance + individual performance)
- D. base x (business performance x individual performance)

**Answer: C**

#### NEW QUESTION # 15

Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% - revenue and operating income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

- A.  $4000 \times 150\% + 4000 \times (80\% \times 50\% + 90\% \times 50\%)$
- B.  $4000 \times 50\% \times (80\% \times 50\% + 90\% \times 50\%) + 4000 \times 50\% \times 150\%$
- C.  $4000 \times 150\% \times (80\% \times 50\% + 90\% \times 50\%)$
- D.  $150\% \times (4000 \times 50\% \times (80\% + 4000 \times 50\% \times 90\%))$

**Answer: B**

#### NEW QUESTION # 16

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