

# C\_THR87\_2505 Dumps Materials & C\_THR87\_2505 Exam Braindumps & C\_THR87\_2505 Real Questions



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As we all know, if you want to pass the C\_THR87\_2505 exam, you need to have the right method of study, plenty of preparation time, and targeted test materials. However, most people do not have one or all of these. That is why I want to introduce our C\_THR87\_2505 Original Questions to you. So why not try our SAP original questions, which will help you maximize your pass rate? Even if you unfortunately fail to pass the exam, we will give you a full refund.

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

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 5	<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 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<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 8	<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>

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## C\_THR87\_2505 Exam Simulator Online, Exam C\_THR87\_2505 Objectives

The desktop SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C\_THR87\_2505) practice exam software helps its valued customer to be well aware of the pattern of the real C\_THR87\_2505 exam. You can try a free SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C\_THR87\_2505) demo too. This SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C\_THR87\_2505) practice test is customizable and you can adjust its time and SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C\_THR87\_2505) exam questions.

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q45-Q50):

### NEW QUESTION # 45

You have an Employee Central client who wants to calculate the basis, based on employee-specific data. From which of the following areas can you get this data? Note: There are 2 correct answers to this question.

- A. Pay Component non-recurring
- B. Job information**
- C. Compensation information**
- D. Job relationships

**Answer: B,C**

### NEW QUESTION # 46

What is the relationship between goal weights and bonus plans?

- A. Goals are uniquely weighted based on the bonus plan they are assigned to.**
- B. Business goal weights must be created first, before bonus plans are created.
- C. All bonus plans must have equally weighted business goals.
- D. Goal weights are required to equal 100% for each bonus plan.**

**Answer: A,D**

### NEW QUESTION # 47

What task can you complete in Configure Label Names and Visibility?

- A. Create custom fields.
- **B. Deactivate form sections.**
- C. Relabel employee history fields.
- D. Change field groups.

**Answer: B**

#### NEW QUESTION # 48

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

**Answer: A**

#### NEW QUESTION # 49

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals - but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" - that is, the employee's attainment against that goal affects their bonus at the end of the year. What is the best way to set this up without administrative intervention?

- **A. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.**
- B. Relevant goal performance is imported into each employee's Assignment History.
- C. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.
- D. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.

**Answer: A**

#### NEW QUESTION # 50

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