

Exam C_THR87_2505 Collection Pdf - Latest C_THR87_2505 Exam Cost



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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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.
Topic 3	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 4	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.

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

NEW QUESTION # 48

A customer's variable pay program dates are January 1 to December 31, 2017. Given the screenshot below, what are the approximate Proration and Prorated Target Amount for this assignment?

The screenshot shows the 'Corporate' tab of a variable pay assignment. It displays the following information:

- Total Target: 8,000
- Proration: [Redacted]
- Prorated Target Amount: [Redacted]
- Start Date: 1/1/17
- End Date: 3/31/17
- Job Title: Executive Director of NC Sales
- Job Grade: X
- Job Location: Central
- Business Unit: Corporate
- Division: Sales
- Target Amount: 8000.0

The SAP logo is visible in the bottom left corner of the screenshot.

- A. 75% and 2,000 respectively
- B. 25% and 6,000 respectively
- C. 75% and 6,000 respectively
- D. 25% and 2,000 respectively

Answer: D

NEW QUESTION # 49

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Calculate Bonus and Update worksheets.
- B. Update Goal Result and Update worksheets.
- C. Delete the user from their worksheet and add them back into the worksheet.
- D. Delete the existing worksheet and then launch a new set.

Answer: A

NEW QUESTION # 50

Which scenario requires the weights and mappings data file to be reimported?

- A. Update in an employee's assignment date
- B. Change in business goal name
- C. Change in eligibility rule criteria
- D. Update in bonus cap

Answer: B

NEW QUESTION # 51

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

Answer: B

NEW QUESTION # 52

Where do you set the display order of the business goals?

- A. Business goals file
- B. Design Worksheet
- C. Bonus plan file
- **D. Business goal weights file**

Answer: D

NEW QUESTION # 53

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