

Quiz 2026 SAP - C_THR87_2505 - Testking SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Exam Questions



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Maybe most of people prefer to use the computer when they are study, but we have to admit that many people want to learn by the paper, because they think that studying on the computer too much does harm to their eyes. C_THR87_2505 test questions have the function of supporting printing in order to meet the need of customers. A good deal of researches has been made to figure out how to help different kinds of candidates to get SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay certification. We revise and update the C_THR87_2505 Test Torrent according to the changes of the syllabus and the latest developments in theory and practice.

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"> 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.
Topic 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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 5	<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 6	<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 7	<ul style="list-style-type: none"> 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.

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

NEW QUESTION # 48

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

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

Answer: A,C,E

NEW QUESTION # 49

Which bonus plan configuration is available only when using an import file?

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

Answer: D

NEW QUESTION # 50

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- A. Plan ID
- B. Plan number format
- C. Plan name
- D. Plan type

Answer: A,C,D

NEW QUESTION # 51

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Leave the Basis field blank when importing the employee history data file.
- B. Delete the Basis field header when importing the employee history data file.
- C. **Configure the Basis field to be hidden in the background element.**
- D. Configure the Basis field as a custom field in the background element.

Answer: C

NEW QUESTION # 52

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- A. **Define the Business Unit field in the Variable Pay Background Element XML.**
- B. Define the Business Unit field as a department in the Succession Data Model XML.
- C. Import business unit data via the user data file.
- D. **Import business unit data via the employee history data file.**

Answer: A,D

NEW QUESTION # 53

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