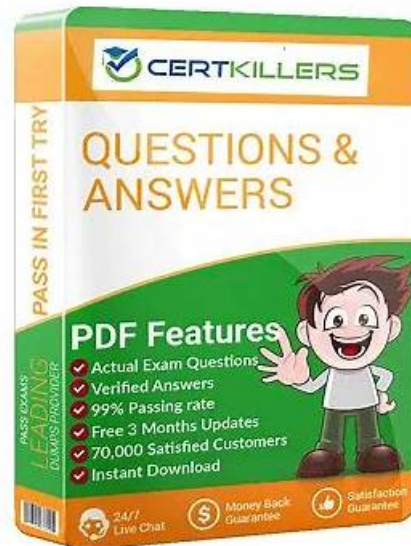


C-THR87-2505 Exam Topics Pdf & Knowledge C-THR87-2505 Points



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SAP C-THR87-2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q41-Q46):

NEW QUESTION # 41

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

Answer: B

NEW QUESTION # 42

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: D

NEW QUESTION # 43

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?



- A. Variable Pay XML template
- B. Column Designer
- C. Succession data model
- D. Configure Label Names and Visibility

Answer: A,B

NEW QUESTION # 44

Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?

- A. notes
- B. payoutFunctionType
- C. directPayout
- D. payoutPercentTarget

Answer: D

NEW QUESTION # 45

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

- A. Assign the Business Goal template to the Variable Pay program.
- B. Reference the Plan ID in the business goal data file.
- C. Upload the Business Goal XML template in Provisioning.
- D. Reference the Plan ID in the Bonus Plan file.
- E. Update eligibility rules to include a bonus plan.

Answer: B,D,E

NEW QUESTION # 46

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