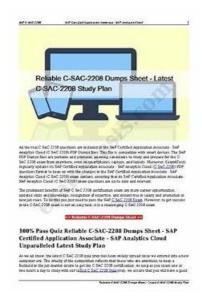
C_THR87_2505 Latest Study Plan - **C_THR87_2505** Reliable Dumps Files



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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	 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.
Topic 2	 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	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	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 5	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 6	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	 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q57-Q62):

NEW QUESTION #57

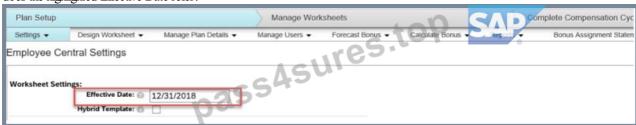
What does the Enable Guideline Optimization setting do? Note: There are 2 correct answers to this question.

- A. It helps render the worksheet faster when there are more than 1,000 guideline formulas.
- B. It requires relaunching the form when guidelines are changed during mid-cycle.
- C. It locks the guideline rule settings so they are un-editable after form launch.
- D. It changes the guidelines so they are updated on the form immediately.

Answer: A,D

NEW QUESTION #58

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?



• A. The date the program begins

- B. The date published transactions are effective in Employee Central
- C. The date the system uses to pull data from Employee Central
- D. The date the program ends

Answer: C

NEW QUESTION #59

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

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

Answer R

NEW QUESTION #60

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

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

Answer: A

NEW QUESTION #61

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

Answer: B

NEW QUESTION #62

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