C-THR87-2505 Pass Exam, Reliable C-THR87-2505 Exam Blueprint

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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	• 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 3	• 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	• 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	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q32-Q37):

NEW QUESTION # 32

Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees. What data is processed?

- A. Data for all employees when the option "Delete all existing records prior to importing new data" is checked
- B. Data for employees who are in the administrator's dynamic group
- C. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- D. Data for employees who are in the administrator's target population

Answer: A

NEW QUESTION # 33

Assume a starting point of "All employees are eligible" and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Eligibility Rules?

- A. To exclude employees who have given their notice from the Variable Pay form
- B. To include inactive users as part of the Variable Pay form
- C. To exclude employees who have given their notice from the bonus payout calculation
- D. To include inactive users as part of the payout calculation

Answer: C

NEW QUESTION # 34

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- A. Imported from employee history
- B. Imported from goal management
- C. Imported from user data file
- D. Imported from bonus plan

Answer: A,C

NEW QUESTION # 35

How do you ensure that a planner enters an amount within a specific range?

- A. Create gates using performanceMin and performanceMax.
- B. Set min-max to display as guideline pattern.
- C. Enter values in the minimum/maximum columns on the business goals file.
- D. Configure minimum/maximum guidelines in the plan setup.

Answer: B

NEW QUESTION # 36

What is the difference between additive and multiplicative formulas for bonus calculation with respect to the impact of section weight,

payout percent, and payout amount?

- A. Additive formulas use payout percent, whereas multiplicative formulas use section weights.
- B. Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.
- C. Additive formulas use section weights, whereas multiplicative formulas use payout percent.

Answer: B

NEW QUESTION # 37

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