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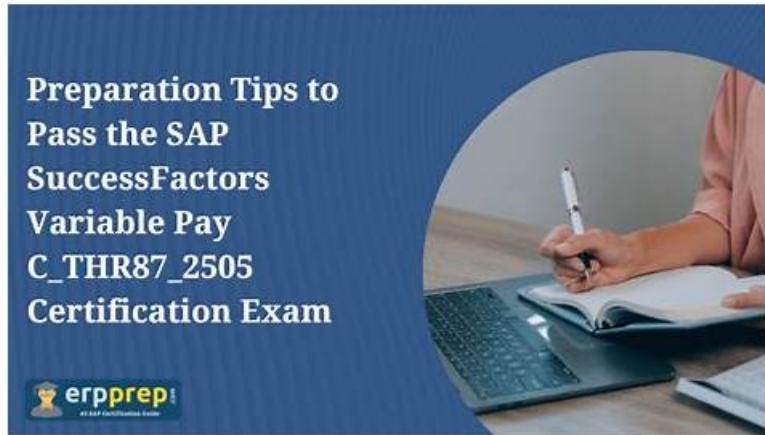
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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q60-Q65):

NEW QUESTION # 60

Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Employee History report
- B. Bonus Payout Details report
- C. Employee History Gaps report
- D. Employee History Overlaps report

Answer: C

NEW QUESTION # 61

You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

- A. Custom views
- B. Field-based permission
- C. Executive review
- D. Compensation profile

Answer: D

NEW QUESTION # 62

Your client wants to change the label on a field in the Assignment Details level of their worksheet. Where could you make the change? Note: There are 2 correct answers to this question.

- A. Column Designer, Assignment Level fields
- B. Column Designer, Entry Level fields
- C. Custom Views
- D. Employee History background element

Answer: A,D

NEW QUESTION # 63

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

Answer: B

NEW QUESTION # 64

What task can you complete in Configure Label Names and Visibility?

- A. Create custom fields.
- B. Change field groups.
- C. Relabel employee history fields.
- D. Deactivate form sections.

Answer: D

NEW QUESTION # 65

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This will help them polish their skills and clear all their doubts. Also, you must note down your SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) practice test score every time you try the SAP Exam Questions. It will help you keep a record of your study and how well you are doing in them. FreeCram hires the top industry experts to draft the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) exam dumps and help the candidates to clear their SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) exam easily. FreeCram plays a vital role in their journey to get the C_THR87_2505 certification.

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