

Test C_THR87_2505 Questions Pdf & Training C_THR87_2505 Material



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Now we can say that SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) exam questions are real and top-notch SAP C_THR87_2505 exam questions that you can expect in the upcoming SAP C_THR87_2505 exam. In this way, you can easily pass the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) exam with good scores. The countless C_THR87_2505 Exam candidates have passed their dream SAP C_THR87_2505 certification exam and they all got help from real, valid, and updated C_THR87_2505 practice questions, You can also trust on ExamBoosts and start preparation with confidence.

SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none"> • 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 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.
Topic 8	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q21-Q26):

NEW QUESTION # 21

The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

USD	SAP	0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD	CNY	6.827

- A. Functional and User
- B. Functional only
- C. Functional, User, and Planner
- D. Functional, User, Planner, and Any Currency

Answer: A

NEW QUESTION # 22

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
- B. Only Permanent full-time employees are eligible to receive a bonus.
- C. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- D. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.

Answer: B,C

NEW QUESTION # 23

Which of the following can be achieved using variable pay gates? Notes: There are 2 correct answers to this question.

- A. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is "Good" or better.
- B. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.
- C. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.
- D. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.

Answer: A,C

NEW QUESTION # 24

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

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

Answer: C

NEW QUESTION # 25

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

Answer: B,D

NEW QUESTION # 26

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