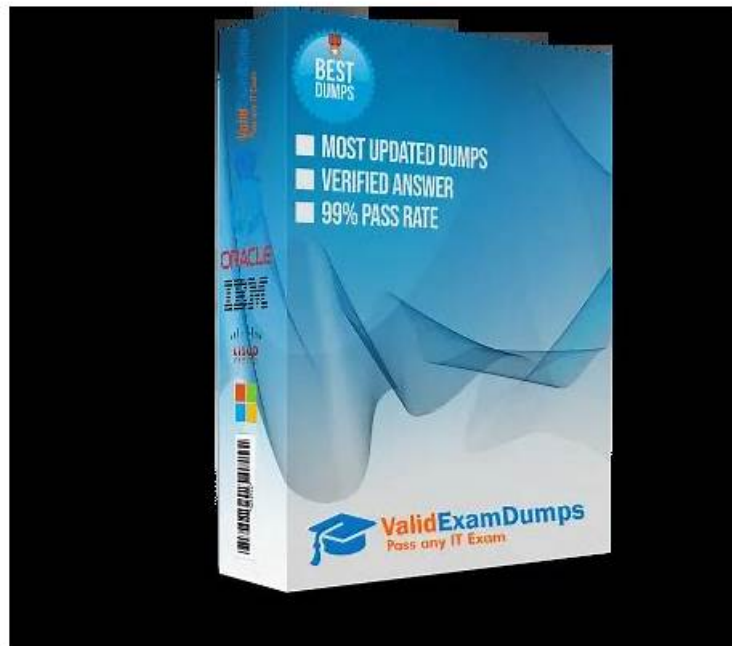# Valid Dumps C-THR87-2505 Sheet, C-THR87-2505 Vce Download

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SAP C-THR87-2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q10-Q15):

NEW QUESTION # 10
A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?

- A. Enable Suppress Statement
- B. Use MDF rule instead of imported eligibility rule
- C. Enable Guideline Optimization
- D. Hybrid template

Answer: D

NEW QUESTION # 11
What does the Enable Guideline Optimization setting do? Note: There are 2 correct answers to this question.

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

Answer: B,C

NEW QUESTION # 12
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?

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

Answer: B

NEW QUESTION # 13
In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

- A. In some countries, the bonus is multiplicative, while in others it is additive.
- B. There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.
- C. The bonuses of different groups of employees are affected by different business goals.
- D. There are only two business goals, but the weighting of the goals varies by employee grade.

Answer: C,D

NEW QUESTION # 14
How is goal payout determined when using the direct payout function type?

- A. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.
- B. Direct payout percentage will override normal performance payout calculation.
- C. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- D. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.

Answer: B

NEW QUESTION # 15
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