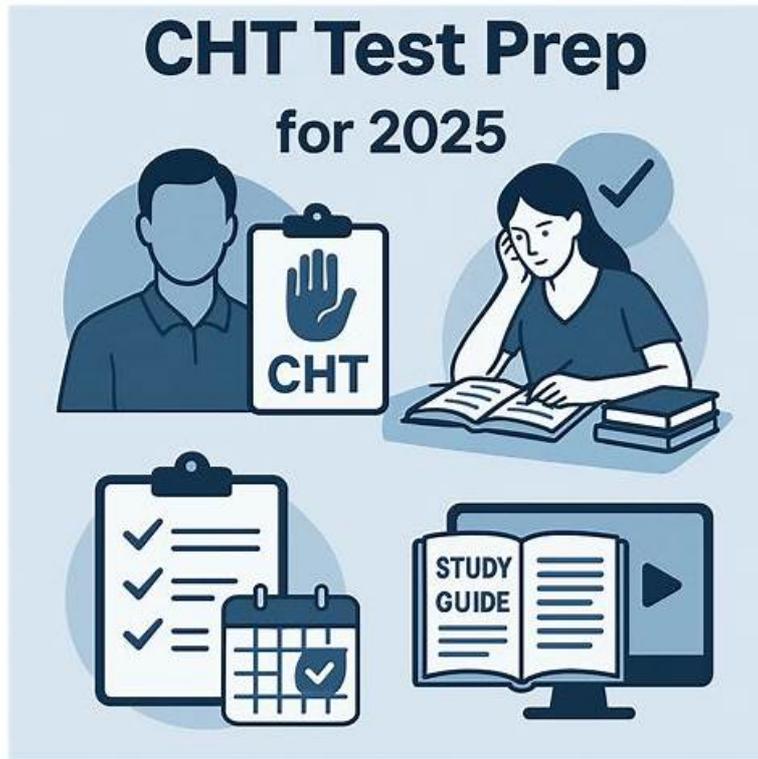# Test C-THR87-2505 Duration - Reliable C-THR87-2505 Test Prep

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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	• 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 5	• 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 6	• 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 7	• 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 8	• 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.

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PassLeader Offers Valid and Real C-THR87-2505 SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Exam Questions

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q73-Q78):

NEW QUESTION # 73
What formula do you use to suppress statements?

- A. if(finalPayout=0,"Valid","Invalid")
- B. if(finalPayout=0, "Yes", "No")
- C. if(finalPayout=0," ")
- D. if(finalPayout=0,"FALSE","TRUE")

Answer: D

NEW QUESTION # 74
Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- B. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates
- C. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
- D. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match

Answer: A,B

NEW QUESTION # 75

What is the effect of proration rounding?

- A. Changes start and/or end date used in BonusCalculation
- B. Rounds proration to a monthly value
- C. Forces proration to have X decimal places, where X is configurable
- D. Allows for the use of "point in time" salary calculations

Answer: B

NEW QUESTION # 76

Bonuses for all engineers at your client are calculated as follows: Basis (prorated salary × bonus target) × company achievement. Bonuses for all marketing staff at your client are calculated as follows: Basis × 50% individual achievement + 50% company achievement. How can this be implemented? Note: There are 2 correct answers to this question.

- A. One variable pay program that uses Base × (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual
- B. Two variable pay programs: one using Base × Business Performance and using Base × (Business Performance + Individual Performance). The additive plan uses one business goal section weighted at 50%
- C. One variable pay program that uses Base × (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.
- D. One variable pay program using Base × Business Performance × Individual Performance. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual.

Answer: B,C

NEW QUESTION # 77

When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

- A. Rating type
- B. Performance management template name
- C. Effective date
- D. EC field mapping

Answer: A,C

NEW QUESTION # 78

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