C-THR87-2505 Reliable Dumps Sheet, Reliable C-THR87-2505 Exam Camp

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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 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 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	• 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 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 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.

Quiz 2026 C-THR87-2505: Newest SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Reliable Dumps Sheet

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q39-Q44):

NEW QUESTION # 39
Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?

- A. The date the program ends
- B. The date the program begins
- C. The date the system uses to pull data from Employee Central
- D. The date published transactions are effective in Employee Central

Answer: C

NEW QUESTION # 40
Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

- A. Business goals data file
- B. Employee history data file
- C. Bonus plan data file
- D. User data file

Answer: B,C

NEW QUESTION # 41

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

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

Answer: A,B

NEW QUESTION # 42

Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- A. Personal Compensation Statement Notification
- B. Variable Pay Rewards Statement
- C. Bonus Assignment Statement
- D. Combined Rewards Statement
- E. Variable Pay Individual View

Answer: A,B,D

NEW QUESTION # 43

Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

- A. Step scale
- B. Multiplicative
- C. Additive
- D. Direct payout
- E. Interpolation

Answer: B,D,E

NEW QUESTION # 44

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