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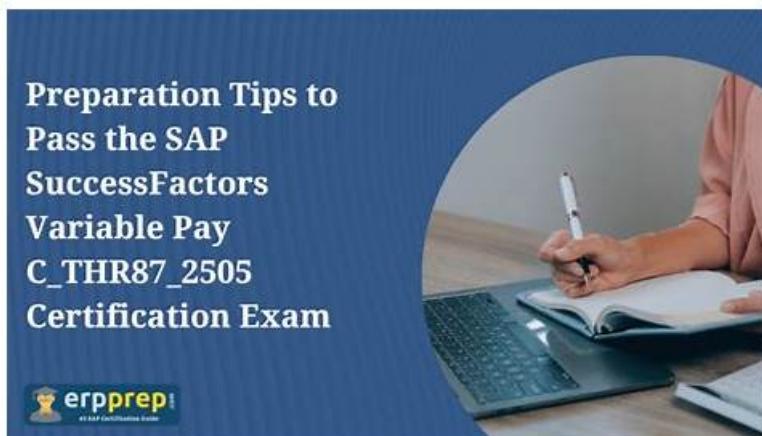

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q34-Q39):

NEW QUESTION # 34
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 CANNOT pay more than 100% unless Revenue achieves above target.
- 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 EBITDA goal will payout at 0% unless the Individual performance rating is "Good" or better.
- D. 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.

Answer: C,D

NEW QUESTION # 35

Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% - revenue and operating Income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

- A. 4000 x 150% x (80% x 50% + 90% x 50%)
- B. 150% x (4000 x 50% x (80% + 4000 x 50% x 90%)
- C. 4000 x 150% + 4000 x (80% x 50% + 90% x 50%)
- D. 4000 x 50% x (80% x 50% + 90% x 50%) + 4000 x 50% x 150%

Answer: D

NEW QUESTION # 36

A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: B

NEW QUESTION # 37

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

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

Answer: A,B

NEW QUESTION # 38

How is goal payout determined when using the direct payout function type?

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

Answer: C

NEW QUESTION # 39

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If you're looking to advance your career, passing the SAP C-THR87-2505 Certification Exam is crucial. As with any certification exam, success requires time and effort. While there are many online study materials available, not all of them are accurate or reliable. Many professionals struggle with managing their time and studying effectively, making it difficult to pass the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) Exam.

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