

C_THR87_2505 Actual Exam & C_THR87_2505 Exam Guide & C_THR87_2505 Practice Exam



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We all know that it is of great important to pass the C_THR87_2505 exam and get the certification for someone who wants to find a good job in internet area. I will recommend our study materials to you. The C_THR87_2505 test materials are mainly through three learning modes, Pdf, Online and software respectively. Among them, the software model is designed for computer users, can let users through the use of Windows interface to open the C_THR87_2505 Test Prep of learning.

SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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"> 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	<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 7	<ul style="list-style-type: none"> 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 8	<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.

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Additionally, all operating systems also support this format. The third format is the desktop C_THR87_2505 Practice Exam software. It is ideal for users who prefer offline C_THR87_2505 exam practice. This format is supported by Windows computers and laptops. You can easily install this software in your system to use it anytime to prepare for the examination.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q30-Q35):

NEW QUESTION # 30

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals - but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" - that is, the employee's attainment against that goal affects their bonus at the end of the year. What is the best way to set this up without administrative intervention?

- A. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.
- B. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.
- C. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.**
- D. Relevant goal performance is imported into each employee's Assignment History.

Answer: C

NEW QUESTION # 31

Which of the following are standard criteria that can be used to create guidelines in variable pay? Note: There are 3 correct answers to this question.

- A. Rating**
- B. Country
- C. Pay grade**
- D. Job level**
- E. Division

Answer: A,C,D

NEW QUESTION # 32

The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

- A. The tgtPct column is using decimals.
- B. The country column shows a code rather than a label.
- C. The basis column is using commas.
- D. The endDate column is in mm/dd/yyyy format.

Answer: C

NEW QUESTION # 33

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

Answer: C

NEW QUESTION # 34

If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- A. Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.
- B. Use an MDF rule instead of importing eligibility rules.
- C. Add employees to the history data file.
- D. Create a rule in Manager Form Eligibility to include employees.

Answer: A,D

NEW QUESTION # 35

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