

# How You Can Pass the SAP C\_THR87\_2505 Exam On First Attempt



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Do you want to earn the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C\_THR87\_2505) certification to land a well-paying job or a promotion? Prepare with C\_THR87\_2505 real exam questions to crack the test on the first try. We offer our C\_THR87\_2505 Dumps in the form of a real C\_THR87\_2505 Questions PDF file, a web-based SAP C\_THR87\_2505 Practice Questions, and SAP C\_THR87\_2505 desktop practice test software. Now you can clear the C\_THR87\_2505 test in a short time without wasting time and money with actual C\_THR87\_2505 questions of PrepPDF. Our valid C\_THR87\_2505 dumps make the preparation easier for you.

## SAP C\_THR87\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 6	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 7	<ul style="list-style-type: none"> <li>• <b>Bonus Calculation Methods:</b> 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• <b>Variable Pay Program Settings:</b> 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.</li> </ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q60-Q65):

#### NEW QUESTION # 60

Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Employee History Overlaps report
- **B. Employee History Gaps report**
- C. Bonus Payout Details report
- D. Employee History report

**Answer: B**

#### NEW QUESTION # 61

Why might you use the check tool? Note: There are 2 correct answers to this question.

- A. To determine if employees are assigned to an appropriate bonus plan
- **B. To determine if custom fields are reloadable**
- **C. To determine inactive planners in the hierarchy**
- D. To determine if goal weights are equal to 100%

**Answer: B,C**

#### NEW QUESTION # 62

In which file do you specify the relationship between bonus plan and business goals?

- A. Business goals data file
- **B. Weights and mappings data file**
- C. Bonus plan data file
- D. Business goal template

**Answer: B**

#### NEW QUESTION # 63

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:  $\text{Basis} \times 50\% \text{ individual achievement} + 50\% \text{ company achievement}$ . How can this be implemented? Note: There are 2 correct answers to this question.

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

**Answer: C,D**

#### NEW QUESTION # 64

You are implementing an Employee Central-integrated Variable Pay template. The employee has 3 assignment records pulled from Employee Central, each with start and end dates within the bonus period, resulting in NO gaps or overlaps. What is the impact of the 3 assignment records on the payout?

- A. Each record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- B. The first record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- C. The last record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- D. Each record is considered when the employee's bonus payout is calculated and the bonus is prorated based on the dates of each record.

**Answer: D**

#### NEW QUESTION # 65

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