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## Newest C\_THR87\_2505 Valid Study Plan | Amazing Pass Rate For C\_THR87\_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay | Perfect C\_THR87\_2505 Valid Test Papers

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

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

## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q38-Q43):**

### **NEW QUESTION # 38**

Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- A. Use bonus plan caps.
- B. Use gates on business goals.
- C. Use a bonus plan multiplier of 200%.
- D. Use guidelines where the maximum is set to 200%.

**Answer: A**

### **NEW QUESTION # 39**

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

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

**Answer: A,B**

### **NEW QUESTION # 40**

An employee was part of the Consumer business unit from January 1-July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

- A. This employee is eligible for the BU plan for a portion of the plan year, from January 1-July 31.
- B. This employee is eligible for the BU plan for a portion of the plan year, from August 1-December 31.
- C. This employee is eligible for the Corp plan for the entire plan year, from January 1-December 31.
- D. This employee is eligible for the Corp plan from January 1-July 31 and the BU plan from August 1-December 31.

**Answer: D**

#### NEW QUESTION # 41

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- A. Define the Business Unit field as a department in the Succession Data Model XML.
- B. Import business unit data via the employee history data file.
- C. Import business unit data via the user data file.
- D. Define the Business Unit field in the Variable Pay Background Element XML.

**Answer: B,D**

#### NEW QUESTION # 42

What formula do you use to suppress statements?

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

**Answer: A**

#### NEW QUESTION # 43

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