

C_THR87_2505–100% Free Relevant Exam Dumps | Latest SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay New Learning Materials



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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q11-Q16):

NEW QUESTION # 11

You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

- A. Field-based permission
- B. Custom views
- C. Executive review
- **D. Compensation profile**

Answer: D

NEW QUESTION # 12

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

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

Answer: D

NEW QUESTION # 13

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

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

Answer: A,B,D

NEW QUESTION # 14

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

Answer: B,D

NEW QUESTION # 15

When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

- A. Performance management template name
- B. EC field mapping
- C. Effective date
- D. Rating type

Answer: C,D

NEW QUESTION # 16

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