

최신버전C-THR87-2505자격증참고서덤프는SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay시험의높은적중율을자랑

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SAP C-THR87-2505 시험요강:

주제	소개
주제 1	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.
주제 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.
주제 3	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.
주제 4	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.
주제 5	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.
주제 6	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.
주제 7	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.

주제 8	• 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.
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>> C-THR87-2505자격증참고서 <<

C-THR87-2505합격보장 가능 덤프공부 & C-THR87-2505인증시험 덤프자료

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최신 SAP Certified Associate C-THR87-2505 무료샘플문제 (Q77-Q82):

질문 # 77

Your customer has two groups of employees eligible for a variable pay payout: Employees in the US use SAP SuccessFactors performance forms. Employees in Germany have their performance rating in an external system. Ratings for both groups of employees are provided based on the same rating scale. How should you handle this situation? Note: There are 2 correct answers to this question.

- A. Create a specific performance form template for the German employees and have the customer load their ratings into it.
- B. Import the German ratings into the Overall Performance background element of the Employee Profile. The US ratings remain in the performance forms.
- C. Export the rating from the US performance forms then load ratings for all eligible employees into the Overall Performance background element of the Employee Profile.
- D. Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.

정답: B,C

질문 # 78

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

정답: B

질문 # 79

From where can you pull fields to assign business goals to employees through the business goals import file?

- A. Summary level custom reportable fields
- B. Bonus plan weights
- C. Summary level standard fields
- D. Employee history fields

정답: D

질문 # 80

Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A. Include inactive employees.
- B. Use Manager Form Eligibility.
- C. Use Bonus Plan Eligibility.
- **D. Configure multiple rules by EC entity for the program.**
- E. Enable global eligibility rule.

정답: D

질문 # 81

Which scenario requires the weights and mappings data file to be reimported?

- A. Update in an employee's assignment date
- B. Update in bonus cap
- C. Change in eligibility rule criteria
- **D. Change in business goal name**

정답: D

질문 # 82

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