

# C-THR87-2505 Latest Test Fee - C-THR87-2505 Actual Questions



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## SAP C-THR87-2505 Exam Syllabus Topics:

| Topic   | Details  |
|---------|--|
| Topic 1 | <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 2 | <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 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>• <b>Eligibility:</b> 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.</li> </ul>              |
| Topic 5 | <ul style="list-style-type: none"> <li>• <b>Variable Pay Form:</b> 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 6 | <ul style="list-style-type: none"> <li>• <b>Bonus Plans:</b> 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>  |

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q69-Q74):

### NEW QUESTION # 69

Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note: There are 3 correct answers to this question.

- **A. Variable Pay Program Name**
- B. Salary
- **C. Basis**
- **D. Local Currency Code**
- E. Target Percentage

**Answer: A,C,D**

### NEW QUESTION # 70

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- **A. Plan ID**
- **B. Plan type**
- C. Plan number format
- **D. Plan name**

**Answer: A,B,D**

### NEW QUESTION # 71

Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. Enable Guideline Optimization
- **B. No employees are eligible**

- C. All employees are eligible
- D. Enable Suppress Statement

Answer: C

#### NEW QUESTION # 72

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only Permanent full-time employees are eligible to receive a bonus.
- B. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
- C. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- D. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.

Answer: A,C

#### NEW QUESTION # 73

What is the effect of proration rounding?

- A. Changes start and/or end date used in BonusCalculation
- B. Forces proration to have X decimal places, where X is configurable
- C. Allows for the use of "point in time" salary calculations
- D. Rounds proration to a monthly value


Answer: D

#### NEW QUESTION # 74

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