Exam C-THR87-2505 Topic - Exam C-THR87-2505 Forum

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SAP C-THR87-2505 Exam Syllabus Topics:

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

Topic 5	• 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 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.
Topic 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q64-Q69):

NEW QUESTION # 64
Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

- A. Reloading the goal weights file
- B. Updating worksheets
- C. Updating business goals
- D. Recalculating bonus data

Answer: D

NEW QUESTION # 65
Your client wants to change the label on a field in the Assignment Details level of their worksheet. Where could you make the change? Note: There are 2 correct answers to this question.

- A. Column Designer, Entry Level fields
- B. Column Designer, Assignment Level fields
- C. Employee History background element
- D. Custom Views

Answer: B,C

NEW QUESTION # 66
A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?
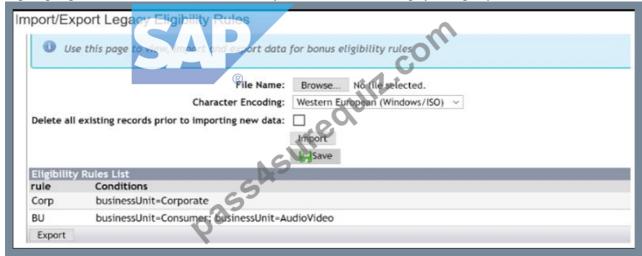
- A. PM form start date <= Assignment start date. PM form end date <= Assignment end date
- B. PM form start date <= Assignment start date. Assignment start date >= PM form end date

- C. PM form start date >= Assignment end date. Assignment start date <= PM form start date
- D. PM form start date <= Assignment end date. Assignment start date <= PM form end date

Answer: D

NEW QUESTION # 67

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

Answer: C

NEW QUESTION # 68

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

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

Answer: A,B,C

NEW QUESTION # 69

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