

# C\_THR87\_2505 Real Question & C\_THR87\_2505 PDF Download



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

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"><li>• 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.</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>• 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 5	<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>
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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q49-Q54):

#### NEW QUESTION # 49

You have an Employee Central client who wants to calculate the basis, based on employee-specific data. From which of the following areas can you get this data? Note: There are 2 correct answers to this question.

- A. Pay Component non-recurring
- B. Job relationships
- C. Job information
- D. Compensation information

**Answer: C,D**

#### NEW QUESTION # 50

A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

- A. 0
- B. 1
- C. 2
- D. 3

**Answer: D**

#### NEW QUESTION # 51

Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Bonus Payout Details report
- B. Employee History report
- C. Employee History Gaps report
- D. Employee History Overlaps report

**Answer: C**

#### NEW QUESTION # 52

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?

Import/Export Legacy Eligibility Rules

Use this page to view, import and export data for bonus eligibility rules

File Name:  No file selected.

Character Encoding:

Delete all existing records prior to importing new data: ☐

rule	Conditions
Corp	businessUnit=Corporate
BU	businessUnit=Consumer; businessUnit=AudioVideo

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

Answer: D

#### NEW QUESTION # 53

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Delete the existing worksheet and then launch a new set.
- B. Delete the user from their worksheet and add them back into the worksheet.
- C. Update Goal Result and Update worksheets.
- D. Calculate Bonus and Update worksheets.

Answer: D

#### NEW QUESTION # 54

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