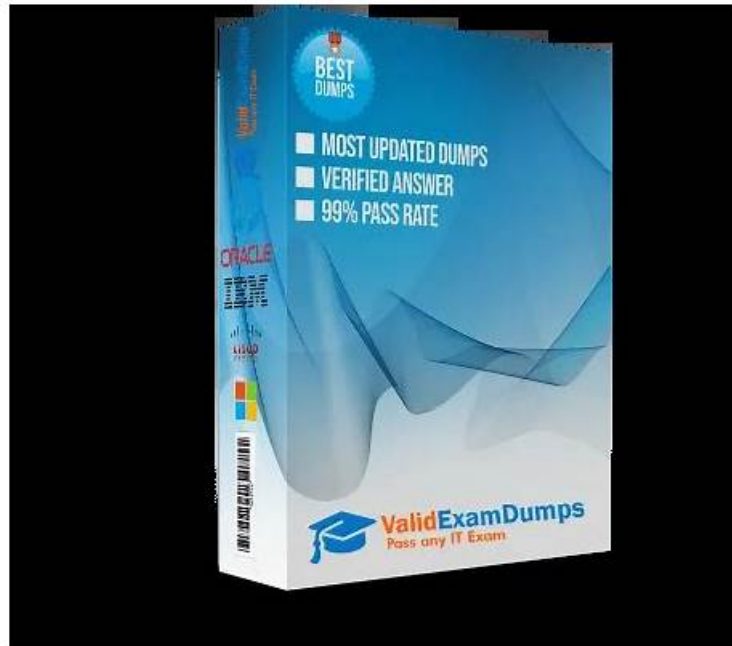


C-THR87-2505 Dumps Pave Way Towards SAP Exam Success



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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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.
Topic 2	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 4	<ul style="list-style-type: none">• 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.
Topic 5	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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 (Q78-Q83):

NEW QUESTION # 78

A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?

- A. Dates earlier than program dates
- B. Dates should NOT be entered
- C. Dates equal to the program dates
- D. Dates later than program dates

Answer: C

NEW QUESTION # 79

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

- A. Upload the Business Goal XML template in Provisioning.
- B. Assign the Business Goal template to the Variable Pay program.
- C. Reference the Plan ID in the business goal data file.
- D. Update eligibility rules to include a bonus plan.
- E. Reference the Plan ID in the Bonus Plan file.

Answer: C,D,E

NEW QUESTION # 80

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. All employees are eligible
- B. Enable Guideline Optimization
- C. Enable Suppress Statement
- D. No employees are eligible

Answer: A

NEW QUESTION # 81

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. 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.
- 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 a lookup table.
- D. Create a specific performance form template for the German employees and have the customer load their ratings into it.

Answer: A,B

NEW QUESTION # 82

Which customer scenarios require the use of multiple variable pay programs? Note: There are 3 correct answers to this question.

- A. The customer is using a different bonus calculation formula.
- B. The customer is using a different route map.
- C. The customer is using a different plan period date range.
- D. The customer is using different eligibility rules.
- E. The customer has some employees in Employee Central and others in an external system.

Answer: A,B,C

NEW QUESTION # 83

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