

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay training torrent & C-THR87-2505 free download pdf are the key to success



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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none">• 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 4	<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 5	<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 (Q42-Q47):

NEW QUESTION # 42

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- **A. Imported from user data file**
- B. Imported from goal management
- C. Imported from bonus plan
- **D. Imported from employee history**

Answer: A,D

NEW QUESTION # 43

Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.

- A. dfid1
- **B. ffid1**
- **C. vfid5**
- D. ifid1

Answer: B,C

NEW QUESTION # 44

If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- **A. Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.**
- B. Add employees to the history data file.
- **C. Create a rule in Manager Form Eligibility to include employees.**
- D. Use an MDF rule instead of importing eligibility rules.

Answer: A,C

NEW QUESTION # 45

Bonuses for all engineers at your client are calculated as follows: Basis (prorated salary × bonus target) × company achievement. Bonuses for all marketing staff at your client are calculated as follows: Basis × 50% individual achievement + 50% company achievement. How can this be implemented? Note: There are 2 correct answers to this question.

- A. One variable pay program that uses $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual
- B. One variable pay program using $\text{Base} \times \text{Business Performance} \times \text{Individual Performance}$. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual.
- **C. Two variable pay programs: one using $\text{Base} \times \text{Business Performance}$ and using $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. The additive plan uses one business goal section weighted at 50%**
- **D. One variable pay program that uses $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.**

Answer: C,D

NEW QUESTION # 46

Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- A. Variable Pay Individual View
- B. Personal Compensation Statement Notification
- C. Bonus Assignment Statement
- D. Combined Rewards Statement
- E. Variable Pay Rewards Statement

Answer: B,D,E

NEW QUESTION # 47

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