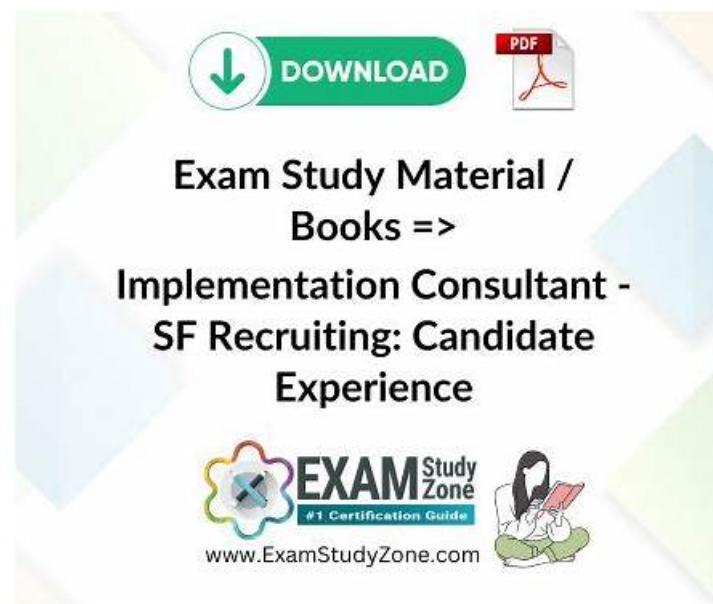


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## SAP C-THR87-2505 Exam Syllabus Topics:

| 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>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.</li></ul>   |
| Topic 3 | <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 4 | <ul style="list-style-type: none"><li>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.</li></ul> |
| Topic 5 | <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>   |

## New C-THR87-2505 Exam Notes - C-THR87-2505 Reliable Test Test

The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) prep material is available in three versions. C-THR87-2505 Practice exams and PDF questions are available at Pass4sureCert so that users can meet their training needs and pass the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) exam on the first try. The philosophy of Pass4sureCert behind offering SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2505) prep material in three formats is helping students meet their unique learning needs.

### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q77-Q82):

#### NEW QUESTION # 77

A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?

- A. Enable Suppress Statement
- **B. Hybrid template**
- C. Use MDF rule instead of imported eligibility rule
- D. Enable Guideline Optimization

**Answer: B**

#### NEW QUESTION # 78

A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses \$50,000, employees get 50% of their target payout. If the company loses \$100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
- **B. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100**
- C. Use the Direct Payout function type and load 40,000 as achievement.
- D. Use the Direct Payout function type and load 100,000 as achievement.

**Answer: B**

#### NEW QUESTION # 79

How is goal payout determined when using the direct payout function type?

- **A. Direct payout percentage will override normal performance payout calculation.**
- B. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.
- C. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- D. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.

**Answer: A**

#### NEW QUESTION # 80

Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

- **A. Select Display Live Profile View.**

- B. Add the Variable Pay Individual View to the Variable Plan template.
- C. Configure the employee files.
- D. Add the Variable Pay Individual View to the Succession Data Model.
- E. Complete the Variable Pay forms.

**Answer: A,B,D**

#### NEW QUESTION # 81

Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- A. Use guidelines where the maximum is set to 200%.
- B. Use bonus plan caps.
- C. Use gates on business goals.
- D. Use a bonus plan multiplier of 200%.

**Answer: B**

#### NEW QUESTION # 82

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