

SAP C-THR87-2505 Exam Vce & New C-THR87-2505 Study Plan



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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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.
Topic 3	• 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 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	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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q65-Q70):

NEW QUESTION # 65

How can you create worksheets where employees have planners outside their line manager hierarchy?

- A. Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.
- B. Use the custom manager option for assigning employees in the user data file and in the route map.
- C. Assign the employees to matrix managers and use matrix managers in the route map.
- D. Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.

Answer: D

NEW QUESTION # 66

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

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

Answer: A,B,D

NEW QUESTION # 67

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- B. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match
- C. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates
- D. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31

Answer: A,C

NEW QUESTION # 68

Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

- A. Business goals data file
- **B. Bonus plan data file**
- C. User data file
- **D. Employee history data file**

Answer: B,D

NEW QUESTION # 69

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. Variable Pay Rewards Statement**
- C. Bonus Assignment Statement
- **D. Personal Compensation Statement Notification**
- **E. Combined Rewards Statement**

Answer: B,D,E

NEW QUESTION # 70

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