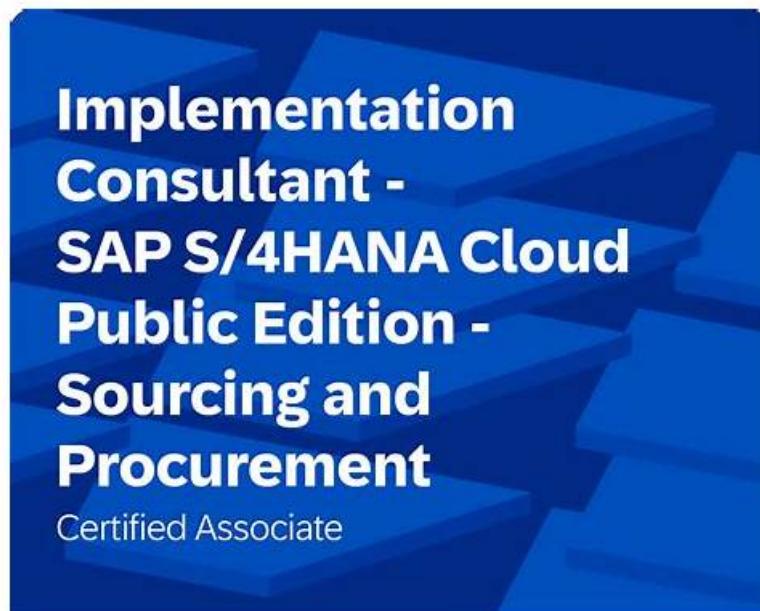


SAP New C_THR87_2505 Test Tips: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay - Prep4sureExam High-effective Company



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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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	<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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q68-Q73):

NEW QUESTION # 68

Which of the following system-standard equations are considered to be multiplicative formulas? Note: There are 3 correct answers to this question.

- A. Base x (business performance + individual performance)
- B. Base x (business performance + team performance + individual performance)
- C. Base x business performance x team performance x individual performance**
- D. Base x business performance x individual performance
- E. Base x business performance

Answer: C,D,E

NEW QUESTION # 69

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Configure the Basis field as a custom field in the background element.
- B. Configure the Basis field to be hidden in the background element.**
- C. Delete the Basis field header when importing the employee history data file.
- D. Leave the Basis field blank when importing the employee history data file.

Answer: B

NEW QUESTION # 70

Where do you set the display order of the business goals?

- A. Business goal weights file**
- B. Design Worksheet
- C. Bonus plan file
- D. Business goals file

Answer: A

NEW QUESTION # 71

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

Answer: B

NEW QUESTION # 72

Your client wants to change the label on a field in the Assignment Details level of their worksheet. Where could you make the change? Note: There are 2 correct answers to this question.

- A. Column Designer, Entry Level fields
- B. Custom Views
- **C. Employee History background element**
- D. Column Designer, Assignment Level fields

Answer: C,D

NEW QUESTION # 73

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