

Training SAP C_THR87_2411 Material, C_THR87_2411 Exam Quick Prep



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The SAP C_THR87_2411 certification exam offers a great opportunity for SAP professionals to demonstrate their expertise and knowledge level. In return, they can become competitive and updated with the latest technologies and trends. To do this they just need to enroll in SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2411) certification exam and have to put all efforts and resources to pass this challenging C_THR87_2411 exam. You should also keep in mind that to get success in the SAP C_THR87_2411 exam is not an easy task.

SAP C_THR87_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Compliance and Security: This final section focuses on a Compliance Officer and covers ensuring that variable pay configurations adhere to legal, regulatory, and organizational policies. It includes managing data security, audit trails, and permission roles to protect sensitive compensation information.
Topic 2	• Integration and Workflow Management: This part targets an Integration Coordinator and covers the integration of variable pay processes with other SAP SuccessFactors modules like Employee Central and Performance & Goals. It also includes managing workflows related to approvals, notifications, and data synchronization.
Topic 3	• Plan Eligibility and Rules: This domain focuses on an Eligibility Analyst and covers determining which employees or groups qualify for specific variable pay plans. It details the configuration of eligibility criteria, such as job role, department, or performance metrics, to ensure appropriate targeting and compliance.
Topic 4	• Variable Pay Fundamentals and Strategy: This section targets an HR Compensation Specialist and covers the business concepts behind variable pay programs, including different types of variable pay (incentives, bonuses) and their strategic role in employee motivation and performance management. It includes understanding compensation structures and aligning them with organizational goals.
Topic 5	• Configuring Variable Pay Templates: This part measures the skills of a Configuration Specialist and involves setting up variable pay templates that define the rules and parameters for various compensation plans. It addresses plan eligibility, calculation models, pay components, and the configuration necessary to tailor each plan to specific organizational needs.

SAP C_THR87_2411 Exam Quick Prep | C_THR87_2411 Test Cram Review

C_THR87_2411 certification exam opens the doors for starting a bright career. After passing the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay C_THR87_2411 test you will easily apply for well-paid jobs in top companies all over the world. C_THR87_2411 exam offers multiple advantages including, high salaries, promotions, enhancing resumes, and skills improvement. Once you pass the C_THR87_2411 Exam, you can avail all these benefits. If you want to pass the SAP C_THR87_2411 certification exam, you must find the best resource to prepare for the C_THR87_2411 test.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q13-Q18):

NEW QUESTION # 13

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

Answer: B

NEW QUESTION # 14

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

Answer: A,B,C

NEW QUESTION # 15

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 "traditional" quarter dates and custom columns in the employee history to display the customer's dates
- C. 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
- **D. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match**

Answer: D

NEW QUESTION # 16

How would you assign the same business goal to all employees in a non-EC integrated plan?

- A. Use the correct performance management form template.
- **B. Use a common field value for all employees in the employee history file.**
- C. Use the Manage Employee grouping.
- D. Use the user ID of each employee in the business goals file.

Answer: B

NEW QUESTION # 17

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- **A. Text fields**
- **B. Float fields**
- C. Boolean fields
- D. Percentage fields
- **E. Integer fields**

Answer: A,B,E

NEW QUESTION # 18

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