

# Trustable Guaranteed C\_THR87\_2505 Questions Answers & Leader in Qualification Exams & Verified SAP SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay



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## SAP C\_THR87\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Integration Scenarios: This section of the exam assesses the ability of Compensation Analysts to work with integration scenarios. It covers data transfer and alignment between SuccessFactors modules like Employee Central and Variable Pay.</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>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 4	<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>
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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q48-Q53):

#### NEW QUESTION # 48

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

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

**Answer: B,C,D**

#### NEW QUESTION # 49

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

- A. Update eligibility rules to include a bonus plan.
- B. Reference the Plan ID in the Bonus Plan file.
- C. Reference the Plan ID in the business goal data file.
- D. Assign the Business Goal template to the Variable Pay program.
- E. Upload the Business Goal XML template in Provisioning.

**Answer: A,B,C**

#### NEW QUESTION # 50

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?



The screenshot shows the SAP Employee Central Settings interface. At the top, there is a navigation bar with links: Plan Setup, Manage Worksheets, Complete Compensation Cycle, Settings, Design Worksheet, Manage Plan Details, Manage Users, Forecast Bonus, Calculate Bonus, Reports, and Bonus Assignment Status. Below the navigation bar, the page title is "Employee Central Settings". Under "Worksheet Settings", there is a form with fields for "Effective Date" (set to 12/31/2018) and "Hybrid Template". The SAP logo is in the bottom right.

- A. The date the program begins
- B. The date the program ends

- C. The date the system uses to pull data from Employee Central
- D. The date published transactions are effective in Employee Central

**Answer: C**

#### **NEW QUESTION # 51**

In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer has multiple route maps.
- B. The customer has multiple sets of business goals.
- C. The customer has multiple plan period date ranges.
- D. The customer is using multiple bonus calculation formulas.

**Answer: B**

#### **NEW QUESTION # 52**

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

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

**Answer: C**

#### **NEW QUESTION # 53**

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