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100% Pass Quiz 2025 C_THR87_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay – Valid Valid

Study Materials

Our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) practice exam can be modified in terms of length of time and number of questions to help you prepare for the SAP real test. We're certain that our C_THR87_2505 Questions are quite similar to those on C_THR87_2505 real exam since we regularly update and refine the product based on the latest exam content.

SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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.
Topic 3	• 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 4	• 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 5	• 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.
Topic 6	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q62-Q67):

NEW QUESTION # 62
A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields use a custom calculation and are read-only.
- B. The fields are mapped to import keys uploaded within the UDF and are read-only.
- C. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- D. The fields are mapped to import keys uploaded within the UDF and are editable.

Answer: B

NEW QUESTION # 63
In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

- A. There are only two business goals, but the weighting of the goals varies by employee grade.
- B. There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.
- C. The bonuses of different groups of employees are affected by different business goals.
- D. In some countries, the bonus is multiplicative, while in others it is additive.

Answer: A,C

NEW QUESTION # 64

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- A. base x business performance x individual performance
- B. base + (business performance + individual performance)
- C. base x (business performance x individual performance)
- D. base x (business performance + individual performance)

Answer: D

NEW QUESTION # 65

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: D

NEW QUESTION # 66

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Update Goal Result and Update worksheets.
- B. Calculate Bonus and Update worksheets.
- C. Delete the existing worksheet and then launch a new set.
- D. Delete the user from their worksheet and add them back into the worksheet.

Answer: B

NEW QUESTION # 67

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