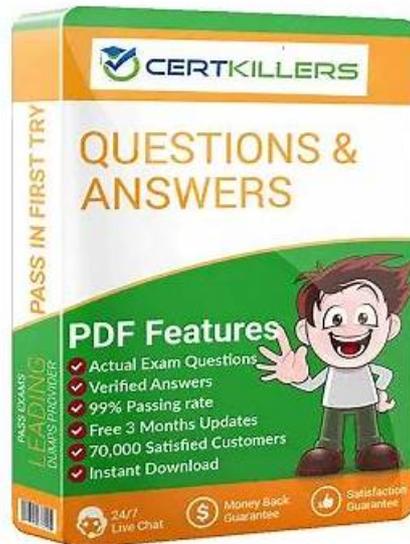


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## SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</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>• 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• 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.</li></ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q41-Q46):

### NEW QUESTION # 41

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

- A. PM form start date  $\leq$  Assignment start date. Assignment start date  $\geq$  PM form end date
- B. PM form start date  $\geq$  Assignment end date. Assignment start date  $\leq$  PM form start date
- C. PM form start date  $\leq$  Assignment start date. PM form end date  $\leq$  Assignment end date
- D. PM form start date  $\leq$  Assignment end date. Assignment start date  $\leq$  PM form end date

**Answer: D**

### NEW QUESTION # 42

Assume a starting point of "All employees are eligible" and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Eligibility Rules?

- A. To include inactive users as part of the Variable Pay form
- B. To exclude employees who have given their notice from the bonus payout calculation
- C. To include inactive users as part of the payout calculation
- D. To exclude employees who have given their notice from the Variable Pay form

**Answer: B**

### NEW QUESTION # 43

Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- A. Use a bonus plan multiplier of 200%.
- B. Use gates on business goals.
- C. Use bonus plan caps.
- D. Use guidelines where the maximum is set to 200%.

**Answer: C**

#### NEW QUESTION # 44

What formula do you use to suppress statements?

- A. `if(finalPayout=0,"Valid","Invalid")`
- B. `if(finalPayout=0,"FALSE","TRUE")`
- C. `if(finalPayout=0, "Yes", "No")`
- D. `if(finalPayout=0,"")`

**Answer: B**

#### NEW QUESTION # 45

Your customer wants to display historical bonus payments with the current worksheet. How can they show this information? Note: There are 2 correct answers to this question.

- A. Create eligibility rules to pull historical data from previous plans.
- B. Build an integration with the previous variable pay goal template.
- C. Define compensation period data in the compensation profile.
- D. Configure custom views in plan setup.

**Answer: C,D**

#### NEW QUESTION # 46

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