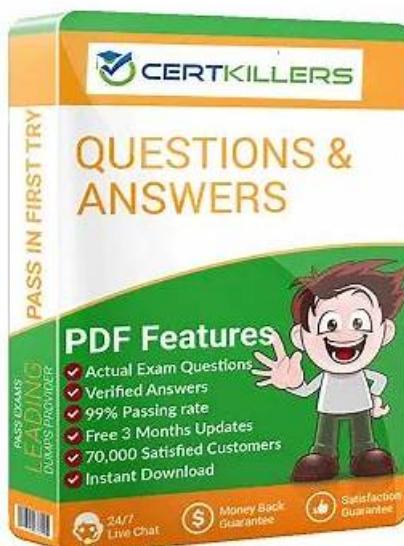


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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<ul style="list-style-type: none">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.

Topic 4	<ul style="list-style-type: none"> 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.
Topic 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q81-Q86):

NEW QUESTION # 81

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 # 82

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

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

Answer: C,D,E

NEW QUESTION # 83

What information should be entered into the varPayProgramName column of the employee history data file?

- A. The background element name
- B. The variable pay objective plan ID
- C. The plan template name**

- D. The background type ID

Answer: C

NEW QUESTION # 84

What does the Enable Guideline Optimization setting do? Note: There are 2 correct answers to this question.

- A. It locks the guideline rule settings so they are un-editable after form launch.
- B. It changes the guidelines so they are updated on the form immediately.
- C. It requires relaunching the form when guidelines are changed during mid-cycle.
- D. It helps render the worksheet faster when there are more than 1,000 guideline formulas.

Answer: B,D

NEW QUESTION # 85

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

Answer: D

NEW QUESTION # 86

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