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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> • Eligibility: This section of the exam evaluates the ability of SAP Consultants to define and configure eligibility rules. It includes setting criteria for plan participation and ensuring the correct employee population is included in bonus planning.
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"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q28-Q33):

NEW QUESTION # 28

What is the relationship between goal weights and bonus plans?

- A. Goals are uniquely weighted based on the bonus plan they are assigned to.
- B. Business goal weights must be created first, before bonus plans are created.
- C. Goal weights are required to equal 100% for each bonus plan.
- D. All bonus plans must have equally weighted business goals.

Answer: A,C

NEW QUESTION # 29

A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

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

Answer: C

NEW QUESTION # 30

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals - but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" - that is, the employee's attainment against that goal affects their bonus at the end of the year. What is the best way to set this up without administrative intervention?

- A. Relevant goal performance is imported into each employee's Assignment History.
- B. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.
- C. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.
- D. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.

Answer: B

NEW QUESTION # 31

You are implementing an Employee Central-integrated Variable Pay template. The employee has 3 assignment records pulled from

Employee Central, each with start and end dates within the bonus period, resulting in NO gaps or overlaps. What is the impact of the 3 assignment records on the payout?

- A. Each record is considered when the employee's bonus payout is calculated and the bonus is prorated based on the dates of each record.
- B. The first record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- C. Each record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- D. The last record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.

Answer: A

NEW QUESTION # 32

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- A. Imported from user data file
- B. Imported from bonus plan
- C. Imported from goal management
- D. Imported from employee history

Answer: A,D

NEW QUESTION # 33

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