

# 100% Pass Quiz 2025 SAP C-THR87-2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Useful Practice Test Pdf



SAP CERTIFICATION

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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>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.</li></ul>
Topic 3	<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 4	<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 5	<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 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<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 8	<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>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q73-Q78):

#### NEW QUESTION # 73

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 <= Assignment start date. Assignment start date >= PM form end date
- B. PM form start date >= Assignment end date. Assignment start date <= PM form start date
- C. PM form start date <= Assignment end date. Assignment start date <= PM form end date
- D. PM form start date <= Assignment start date. PM form end date <= Assignment end date

**Answer: C**

#### NEW QUESTION # 74

Which bonus plan configuration is available only when using an import file?

- A. Individual Section Weight
- B. Team Section Weight
- C. Bonus Cap Percentage
- D. Bonus Plan Name

**Answer: C**

#### NEW QUESTION # 75

Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note: There are 2 correct answers to this question.

- A. Guidelines
- **B. Reports**
- **C. Calculations**
- D. Lookup values

**Answer: B,C**

#### NEW QUESTION # 76

The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

USD	GBP	0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD	CNY	6.827

- A. Functional only
- B. Functional, User, and Planner
- **C. Functional and User**
- D. Functional, User, Planner, and Any Currency

**Answer: C**

#### NEW QUESTION # 77

A customer's variable pay program dates are January 1 to December 31, 2017. Given the screenshot below, what are the approximate Proration and Prorated Target Amount for this assignment?

Corporate  
Total Target: 8,000  
Proration:   
Prorated Target Amount:

Start Date: 1/1/17  
End Date: 3/31/17  
Job Title: Executive Director of NC Sales  
Job Grade: X  
Job Location: Central  
Business Unit: Corporate  
Division: Sales  
Salary: 80,000  
Target Percent: 10%  
Target Amount: 8000.0

- A. 75% and 6,000 respectively
- B. 25% and 6,000 respectively
- C. 75% and 2,000 respectively
- **D. 25% and 2,000 respectively**

**Answer: D**

#### NEW QUESTION # 78

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