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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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.
Topic 3	• 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	• 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 5	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q21-Q26):

NEW QUESTION # 21
Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- A. Division
- B. Addition
- C. Subtraction
- D. Multiplication

Answer: B,D

NEW QUESTION # 22
Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees. What data is processed?

- A. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- B. Data for employees who are in the administrator's dynamic group
- C. Data for all employees when the option "Delete all existing records prior to importing new data" is checked
- D. Data for employees who are in the administrator's target population

Answer: C

NEW QUESTION # 23
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. Configure custom views in plan setup.
- B. Define compensation period data in the compensation profile.
- C. Create eligibility rules to pull historical data from previous plans.
- D. Build an integration with the previous variable pay goal template.

Answer: A,B

NEW QUESTION # 24

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. Calculations
- C. Lookup values
- D. Reports

Answer: B,D

NEW QUESTION # 25

Your client wants to change the label on a field in the Assignment Details level of their worksheet. Where could you make the change? Note: There are 2 correct answers to this question.

- A. Custom Views
- B. Employee History background element
- C. Column Designer, Assignment Level fields
- D. Column Designer, Entry Level fields

Answer: B,C

NEW QUESTION # 26

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