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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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.
Topic 2	<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 3	<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 4	<ul style="list-style-type: none"> 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	<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.
Topic 6	<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 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q56-Q61):

NEW QUESTION # 56

Your customer launched the worksheets and found some employees are NOT appearing. Which reports would you run to troubleshoot the issue? Note: There are 3 correct answers to this question.

- A. Aggregate report
- B. Export Ineligible Users
- C. Variable Pay Audit report**
- D. Export Users Without Managers
- E. Employee History report

Answer: C,D,E

NEW QUESTION # 57

In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer has multiple sets of business goals.**
- B. The customer has multiple plan period date ranges.
- C. The customer has multiple route maps.
- D. The customer is using multiple bonus calculation formulas.

Answer: A

NEW QUESTION # 58

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- A. Import business unit data via the employee history data file.
- B. Import business unit data via the user data file.
- C. Define the Business Unit field in the Variable Pay Background Element XML.
- D. Define the Business Unit field as a department in the Succession Data Model XML.

Answer: A,C

NEW QUESTION # 59

Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note: There are 3 correct answers to this question.

- A. Basis
- B. Target Percentage
- C. Salary
- D. Variable Pay Program Name
- E. Local Currency Code

Answer: A,D,E

NEW QUESTION # 60

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 # 61

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