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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">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.
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">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 6	<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 (Q50-Q55):

NEW QUESTION # 50

Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% - revenue and operating Income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

- A. $4000 \times 150\% + 4000 \times (80\% \times 50\% + 90\% \times 50\%)$
- B. $4000 \times 50\% \times (80\% \times 50\% + 90\% \times 50\%) + 4000 \times 50\% \times 150\%$
- C. $4000 \times 150\% \times (80\% \times 50\% + 90\% \times 50\%)$
- D. $150\% \times (4000 \times 50\% \times (80\% + 4000 \times 50\% \times 90\%))$

Answer: B

NEW QUESTION # 51

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Leave the Basis field blank when importing the employee history data file.
- B. Delete the Basis field header when importing the employee history data file.
- C. Configure the Basis field as a custom field in the background element.
- D. **Configure the Basis field to be hidden in the background element.**

Answer: D

NEW QUESTION # 52

What is the effect of proration rounding?

- A. **Rounds proration to a monthly value**
- B. Forces proration to have X decimal places, where X is configurable
- C. Changes start and/or end date used in BonusCalculation
- D. Allows for the use of "point in time" salary calculations

Answer: A

NEW QUESTION # 53

What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

- A. **Bonus assignment letter**
- B. Compensation profile
- C. Bonus forecast
- D. Variable Pay individual view

Answer: A

NEW QUESTION # 54

In which file do you specify the relationship between bonus plan and business goals?

- A. Bonus plan data file
- B. Business goals data file
- C. Business goal template
- D. Weights and mappings data file

Answer: D

NEW QUESTION # 55

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