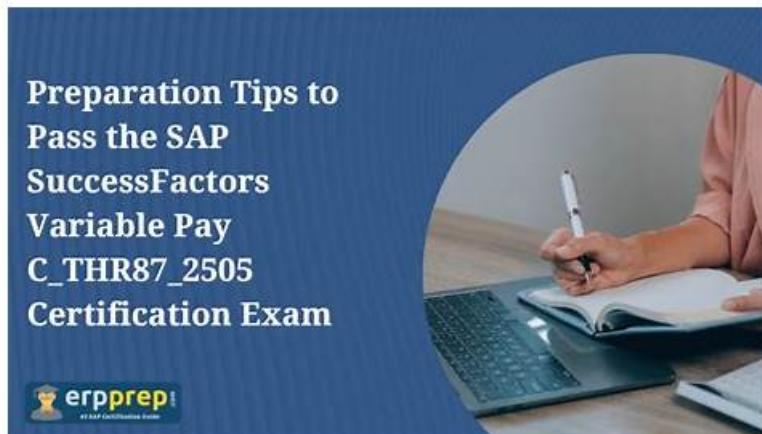


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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">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 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">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">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 6	<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 7	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q30-Q35):

NEW QUESTION # 30

What formula do you use to suppress statements?

- A. **if(finalPayout=0,"FALSE","TRUE")**
- B. **if(finalPayout=0, "Yes", "No")**
- C. **if(finalPayout=0,"")**
- D. **if(finalPayout=0,"Valid","Invalid")**

Answer: A

NEW QUESTION # 31

Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

- A. **Interpolation**
- B. Additive
- C. **Direct payout**
- D. **Multiplicative**
- E. Step scale

Answer: A,C,D

NEW QUESTION # 32

Which scenario requires the weights and mappings data file to be reimported?

- A. Update in an employee's assignment date
- B. Update in bonus cap
- C. **Change in business goal name**
- D. Change in eligibility rule criteria

Answer: C

NEW QUESTION # 33

Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A. Include inactive employees.
- B. Enable global eligibility rule.
- C. Use Manager Form Eligibility.
- D. **Configure multiple rules by EC entity for the program**
- E. Use Bonus Plan Eligibility.

Answer: D

NEW QUESTION # 34

What is the relationship between goal weights and bonus plans?

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

Answer: A,D

NEW QUESTION # 35

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