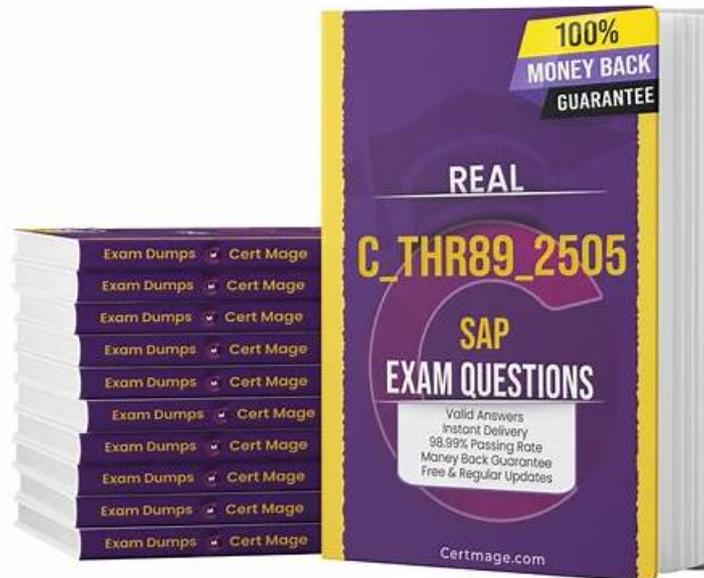


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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q63-Q68):

NEW QUESTION # 63

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?

□

- A. The date published transactions are effective in Employee Central
- B. The date the program begins
- C. The date the program ends
- **D. The date the system uses to pull data from Employee Central**

Answer: D

NEW QUESTION # 64

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

Answer: B,C

NEW QUESTION # 65

What task can you complete in Configure Label Names and Visibility?

- A. Change field groups.
- **B. Deactivate form sections.**
- C. Create custom fields.
- D. Relabel employee history fields.

Answer: B

NEW QUESTION # 66

How is goal payout determined when using the direct payout function type?

- A. Direct payout percentage will override normal performance payout calculation.
- B. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- C. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.
- D. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.

Answer: A

NEW QUESTION # 67

What is the effect of proration rounding?

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

Answer: A

NEW QUESTION # 68

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