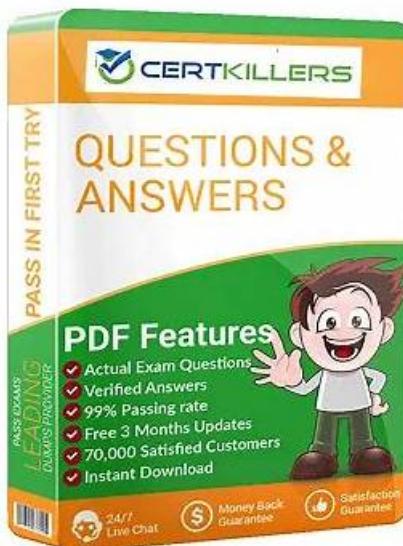


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## SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 6	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 7	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 8	<ul style="list-style-type: none"><li>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.</li></ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q82-Q87):

### NEW QUESTION # 82

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

**Answer: B,D**

### NEW QUESTION # 83

You have an Employee Central client who wants to calculate the basis, based on employee-specific data. From which of the following areas can you get this data? Note: There are 2 correct answers to this question.

- A. Compensation information

- B. Pay Component non-recurring
- C. Job information
- D. Job relationships

**Answer: A,C**

#### **NEW QUESTION # 84**

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

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

**Answer: A,B,C**

#### **NEW QUESTION # 85**

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. Lookup values
- B. Guidelines
- C. Calculations
- D. Reports

**Answer: C,D**

#### **NEW QUESTION # 86**

What report requires that worksheets have been launched before it will show results?

- A. Employee history overlaps
- B. Bonus payout
- C. Business goal performance
- D. Employee history gaps

**Answer: B**

#### **NEW QUESTION # 87**

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