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2026 SAP Valid C-THR87-2505: Exam SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Cram Questions

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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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	• 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 5	• 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 6	• 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 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q59-Q64):

NEW QUESTION # 59
What is the relationship between goal weights and bonus plans?

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

Answer: A,B

NEW QUESTION # 60
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. Variable Pay Audit report
- B. Export Users Without Managers
- C. Export Ineligible Users
- D. Aggregate report
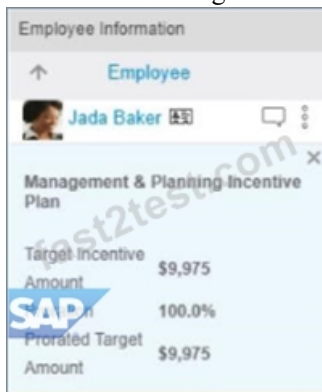- E. Employee History report

Answer: A,B,E

NEW QUESTION # 61

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

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

Answer: A

NEW QUESTION # 62

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?

- A. Variable Pay XML template
- B. Column Designer
- C. Succession data model
- D. Configure Label Names and Visibility

Answer: A,B

NEW QUESTION # 63

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- B. The fields use a custom calculation and are read-only.
- C. The fields are mapped to import keys uploaded within the UDF and are read-only.
- D. The fields are mapped to import keys uploaded within the UDF and are editable.

Answer: C

NEW QUESTION # 64

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