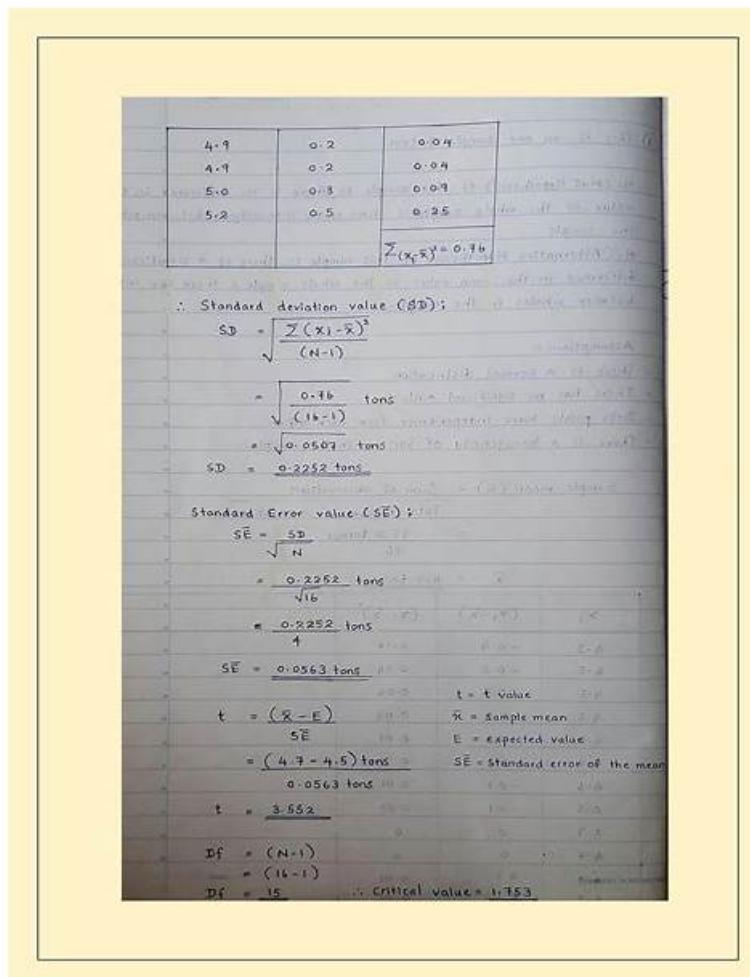


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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> 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	<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 6	<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 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q81-Q86):

NEW QUESTION # 81

How would you assign the same business goal to all employees in a non-EC integrated plan?

- A. Use the Manage Employee grouping.
- B. Use the user ID of each employee in the business goals file.
- C. Use the correct performance management form template.
- D. Use a common field value for all employees in the employee history file.**

Answer: D

NEW QUESTION # 82

Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Bonus Payout Details report
- B. Employee History Gaps report**
- C. Employee History Overlaps report
- D. Employee History report

Answer: B

NEW QUESTION # 83

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

Answer: D

NEW QUESTION # 84

What formula do you use to suppress statements?

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

Answer: D

NEW QUESTION # 85

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

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

Answer: C

NEW QUESTION # 86

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