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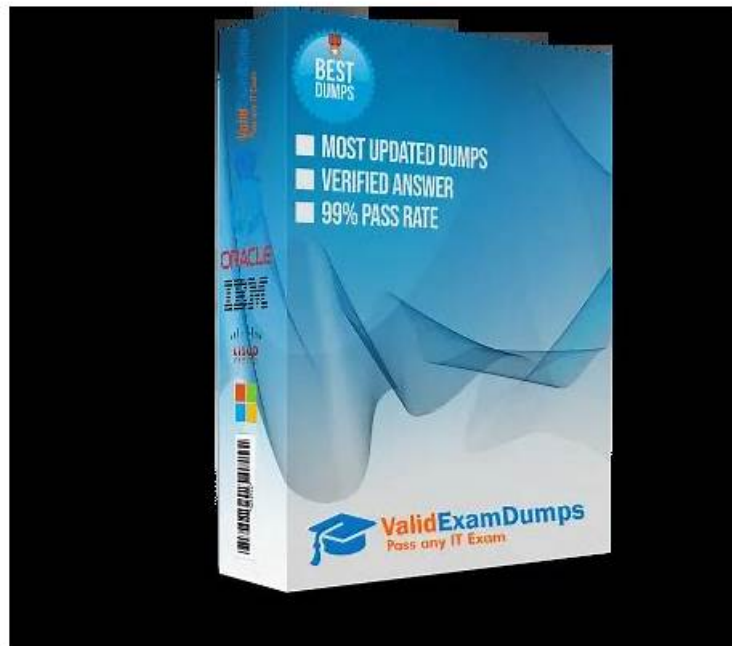
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## SAP C_THR87_2505 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • 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 2 | • 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 | • 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 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. |

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q42-Q47):

**NEW QUESTION # 42**
What formula do you use to suppress statements?

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

**Answer: A**

**NEW QUESTION # 43**
How would you assign the same business goal to all employees in a non-EC integrated plan?

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

**Answer: C**

**NEW QUESTION # 44**
A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

- A. 0
- B. 1
- C. 2
- D. 3

**Answer: A**

**NEW QUESTION # 45**
In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- A. Imported from bonus plan
- B. Imported from user data file
- C. Imported from employee history
- D. Imported from goal management

**Answer: B,C**

## NEW QUESTION # 46

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

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

**Answer: A**

## NEW QUESTION # 47

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