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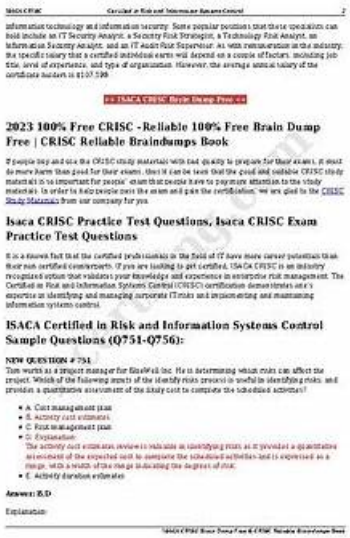

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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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 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	• 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 (Q49-Q54):

NEW QUESTION # 49
Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.

- A. dfid1
- B. vfid5
- C. ifid1
- D. ffid1

Answer: B,D

NEW QUESTION # 50
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 the program begins
- B. The date the system uses to pull data from Employee Central
- C. The date the program ends
- D. The date published transactions are effective in Employee Central

Answer: B

NEW QUESTION # 51
From where can you pull fields to assign business goals to employees through the business goals import file?

- A. Bonus plan weights
- B. Summary level custom reportable fields
- C. Summary level standard fields
- D. Employee history fields

Answer: D

NEW QUESTION # 52
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. Reports
- C. Calculations
- D. Guidelines

Answer: B,C

NEW QUESTION # 53
Which of the following can be achieved using variable pay gates? Notes: There are 2 correct answers to this question.

- A. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.
- B. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is "Good" or better.
- C. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.
- D. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.

Answer: B,C

NEW QUESTION # 54
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