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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"> • 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 3	<ul style="list-style-type: none"> • 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	<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 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"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q77-Q82):

NEW QUESTION # 77

In which customer scenario do you need to create more than one bonus plan in the same program?

- **A. The customer has multiple sets of business goals.**
- B. The customer has multiple plan period date ranges.
- C. The customer is using multiple bonus calculation formulas.
- D. The customer has multiple route maps.

Answer: A

NEW QUESTION # 78

Where do you set the display order of the business goals?

- A. Bonus plan file
- **B. Business goal weights file**
- C. Business goals file
- D. Design Worksheet

Answer: B

NEW QUESTION # 79

Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

- **A. Select Display Live Profile View.**
- **B. Add the Variable Pay Individual View to the Succession Data Model.**
- C. Complete the Variable Pay forms.
- D. Configure the employee files.
- **E. Add the Variable Pay Individual View to the Variable Plan template.**

Answer: A,B,E

NEW QUESTION # 80

Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees. What data is processed?

- A. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- B. Data for employees who are in the administrator's target population
- C. Data for employees who are in the administrator's dynamic group
- **D. Data for all employees when the option "Delete all existing records prior to importing new data" is checked**

Answer: D

NEW QUESTION # 81

Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. Enable Guideline Optimization
- B. Enable Suppress Statement
- **C. All employees are eligible**
- D. No employees are eligible

Answer: C

NEW QUESTION # 82

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