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SAP C_THR87_2505 Exam Syllabus Topics:

| Topic | Details |
|---------|--|
| Topic 1 | <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 2 | <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 3 | <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. |
| Topic 4 | <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 5 | <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 6 | <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 7 | <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. |

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q70-Q75):

NEW QUESTION # 70

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- A. Subtraction
- **B. Multiplication**
- C. Division
- **D. Addition**

Answer: B,D

NEW QUESTION # 71

In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

- A. There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.
- **B. There are only two business goals, but the weighting of the goals varies by employee grade.**
- **C. The bonuses of different groups of employees are affected by different business goals.**
- D. In some countries, the bonus is multiplicative, while in others it is additive.

Answer: B,C

NEW QUESTION # 72

Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?

- A. directPayout
- **B. payoutPercentTarget**
- C. notes
- D. payoutFunctionType

Answer: B

NEW QUESTION # 73

You have an Employee Central client who wants to calculate the basis, based on employee-specific data. From which of the following areas can you get this data? Note: There are 2 correct answers to this question.

- A. Job relationships
- B. Pay Component non-recurring
- **C. Job information**
- **D. Compensation information**

Answer: C,D

NEW QUESTION # 74

Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% - revenue and operating income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

- A. $4000 \times 150\% \times (80\% \times 50\% + 90\% \times 50\%)$
- B. $150\% \times (4000 \times 50\% \times (80\% + 4000 \times 50\% \times 90\%))$
- C. $4000 \times 150\% + 4000 \times (80\% \times 50\% + 90\% \times 50\%)$
- **D. $4000 \times 50\% \times (80\% \times 50\% + 90\% \times 50\%) + 4000 \times 50\% \times 150\%$**

Answer: D

NEW QUESTION # 75

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