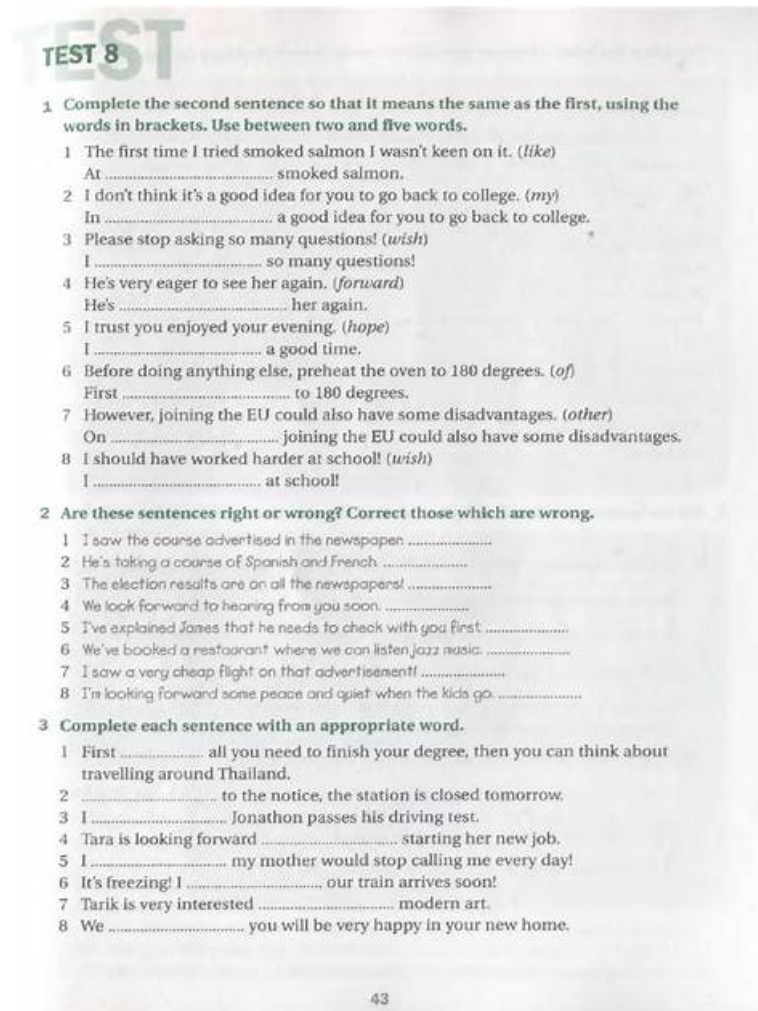


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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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 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"> 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	<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.

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

NEW QUESTION # 77

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?



- A. Succession data model
- B. Configure Label Names and Visibility
- C. Column Designer
- D. Variable Pay XML template

Answer: C,D

NEW QUESTION # 78

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields use a custom calculation and are read-only.
- B. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- C. The fields are mapped to import keys uploaded within the UDF and are read-only.
- D. The fields are mapped to import keys uploaded within the UDF and are editable.

Answer: C

NEW QUESTION # 79

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. No employees are eligible
- D. All employees are eligible

Answer: D

NEW QUESTION # 80

How can you create worksheets where employees have planners outside their line manager hierarchy?

- A. Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.
- B. Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.
- C. Assign the employees to matrix managers and use matrix managers in the route map.
- D. Use the custom manager option for assigning employees in the user data file and in the route map.

Answer: A

NEW QUESTION # 81

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

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

Answer: A,C

NEW QUESTION # 82

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Evaluate your own mistakes each time you attempt the desktop SAP Certified Associate - Implementation Consultant - SAP

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