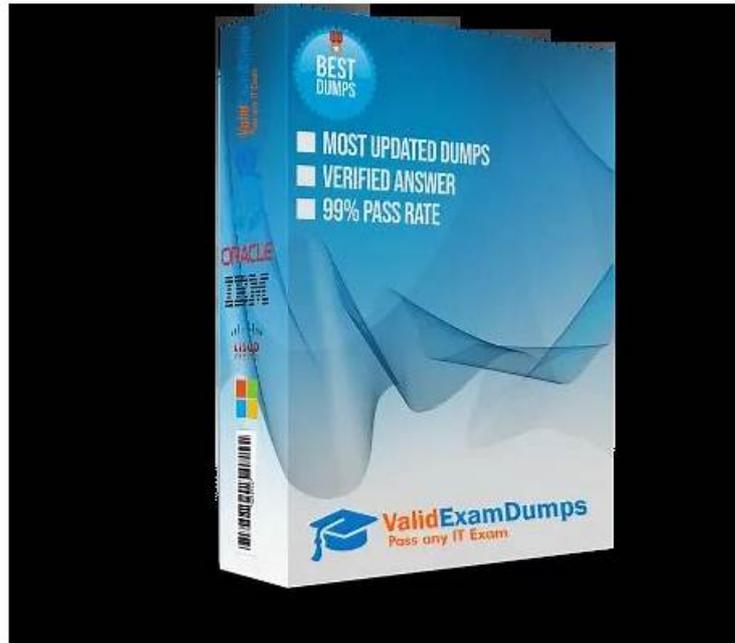


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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q35-Q40):

NEW QUESTION # 35

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match
- B. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- C. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
- D. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates

Answer: B,D

NEW QUESTION # 36

An employee was part of the Consumer business unit from January 1-July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

The screenshot shows the 'Import/Export Legacy Eligibility Rules' page. At the top, there is a blue banner with the text: 'Use this page to view, import and export data for bonus eligibility rules'. Below this, there are several input fields and buttons: 'File Name: Browse... No file selected.', 'Character Encoding: Western European (Windows/ISO) v', and a checkbox labeled 'Delete all existing records prior to importing new data:'. Below these are 'Import' and 'Save' buttons. At the bottom, there is a table titled 'Eligibility Rules List' with columns for 'rule', 'Conditions', and 'Export'. The table contains two rows: one for 'Core' with 'businessUnit=Corporate' and one for 'BU' with 'businessUnit=Consumer, businessUnit=AudioVideo'.

- A. This employees is eligible for the Corp plan from January 1-July 31 and the BU plan from August 1-December 31.
- B. This employee is eligible for the BU plan for a portion of the plan year, from August 1-December 31.
- C. This employee is eligible for the BU plan for a portion of the plan year, from January 1-July 31.
- D. This employee is eligible for the Corp plan for the entire plan year, from January 1-December 31.

Answer: A

NEW QUESTION # 37

The bonuses of all employees at your client are determined by the following results: 30% Corporate Performance. 30% Country Performance. 40% Individual Achievement. All employees have the same result for Corporate Performance, but the result for Country Performance varies based on the employee's country. The Individual Achievement comes from a linked performance form's overall result. How would this be configured? Note: There are 2 correct answers to this question.

- A. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 50% and Country Performance is weighted 50%
- B. Additive plan with two Business Goal sections. Corporate Performance in one Business Goal section, weighted at 30%. Country Performance in other section, weighted at 30%. Individual section weighted at 40%
- C. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%
- D. Additive plan with one Business Goal section. The Business Goal section is weighted 30% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%

Answer: A,B

NEW QUESTION # 38

Which bonus plan configuration is available only when using an import file?

- A. Bonus Cap Percentage
- B. Individual Section Weight
- C. Team Section Weight
- D. Bonus Plan Name

Answer: A

NEW QUESTION # 39

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

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

Answer: C

NEW QUESTION # 40

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