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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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">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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q50-Q55):

NEW QUESTION # 50

Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note: There are 3 correct answers to this question.

- A. Basis
- B. Local Currency Code
- C. Variable Pay Program Name
- D. Target Percentage
- E. Salary

Answer: A,B,C

NEW QUESTION # 51

Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a custom string column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Title field when the forms are launched?

- A. Sales Advisor
- B. Marketing Assistant

- C. Sales Associate
- D. Marketing Manager

Answer: C

NEW QUESTION # 52

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
- B. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
- C. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- D. Only Permanent full-time employees are eligible to receive a bonus.

Answer: C,D

NEW QUESTION # 53

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. payoutFunctionType
- C. payoutPercentTarget
- D. notes

Answer: C

NEW QUESTION # 54

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Delete the user from their worksheet and add them back into the worksheet.
- B. Calculate Bonus and Update worksheets.
- C. Delete the existing worksheet and then launch a new set.
- D. Update Goal Result and Update worksheets.

Answer: B

NEW QUESTION # 55

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