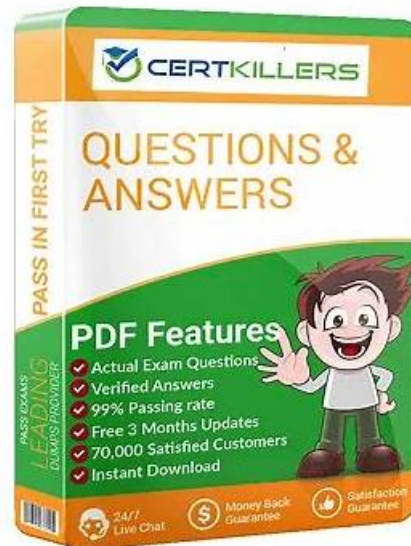


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SAP C-THR87-2505 Exam Syllabus Topics:

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">• 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 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"> • 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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q15-Q20):

NEW QUESTION # 15

You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

- A. Custom views
- **B. Compensation profile**
- C. Executive review
- D. Field-based permission

Answer: B

NEW QUESTION # 16

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals - but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" - that is, the employee's attainment against that goal affects their bonus at the end of the year. What is the best way to set this up without administrative intervention?

- A. Relevant goal performance is imported into each employee's Assignment History.
- B. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.
- **C. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.**
- D. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.

Answer: C

NEW QUESTION # 17

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

Answer: D

NEW QUESTION # 18

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?



- A. The date the program ends
- B. The date published transactions are effective in Employee Central
- C. The date the system uses to pull data from Employee Central
- D. The date the program begins

Answer: C

NEW QUESTION # 19

Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A. Configure multiple rules by EC entity for the program.
- B. Include inactive employees.
- C. Use Manager Form Eligibility.
- D. Use Bonus Plan Eligibility.
- E. Enable global eligibility rule.

Answer: A

NEW QUESTION # 20

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