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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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	• 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 3	• 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 4	• 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	• 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	• 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 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q11-Q16):

NEW QUESTION # 11
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 Permanent full-time employees are eligible to receive a bonus.
- B. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
- C. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
- D. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.

Answer: A,D

NEW QUESTION # 12
What is the difference between additive and multiplicative formulas for bonus calculation with respect to the impact of section weight, payout percent, and payout amount?

- A. Additive formulas use payout percent, whereas multiplicative formulas use section weights.
- B. Additive formulas use section weights, whereas multiplicative formulas use payout percent.
- C. Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.

Answer: C

NEW QUESTION # 13
Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- A. Use a bonus plan multiplier of 200%.

- B. Use guidelines where the maximum is set to 200%.
- C. Use gates on business goals.
- D. Use bonus plan caps.

Answer: D

NEW QUESTION # 14

What does the Enable Guideline Optimization setting do? Note: There are 2 correct answers to this question.

- A. It changes the guidelines so they are updated on the form immediately.
- B. It requires relaunching the form when guidelines are changed during mid-cycle.
- C. It helps render the worksheet faster when there are more than 1,000 guideline formulas.
- D. It locks the guideline rule settings so they are un-editable after form launch.

Answer: A,C

NEW QUESTION # 15

The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

userId	varPayEmpHistData	startDate	endDate	varPayProgramName	division	department	country	payGrade	jobTitle
1	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Production FR	FRA	GR-10	Assembly Manager
100009	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Talent Acquisition US	USA	GR-08	Recruiting Manager
100052	varPayEmpHistData	10/12/1996	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst Lead
100083	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-08	Development Manager
100093	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst
100095	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Program Manager
100096	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Quality Assurance US	USA	GR-06	Inspector
100097	varPayEmpHistData	01/01/2015	02/01/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
100097	varPayEmpHistData	02/02/2015	12/31/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
1000971	varPayEmpHistData	03/07/2015	12/31/2015	July Var Pay	Manufacturing	Production DE	DEU	GR-08	Capacity Planning Manager
100112	varPayEmpHistData	01/01/1996	09/29/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100112	varPayEmpHistData	09/30/2015	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100113	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Manufacturing	Production US	USA	GR-03	Executive Assistant
100115	varPayEmpHistData	10/17/2012	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	VP Operations
100135	varPayEmpHistData	10/03/2011	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-16	President United States
100152	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Compensation and Benefits US	USA	GR-08	Compensation Manager
100173	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-03	Executive Assistant to the President

- A. The tgtPct column is using decimals.
- B. The country column shows a code rather than a label.
- C. The basis column is using commas.
- D. The endDate column is in mm/dd/yyyy format.

Answer: C

NEW QUESTION # 16

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Earning the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) exam credential is undoubtedly a big achievement. No matter how hard the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) test of this certification is, it serves the important purpose to validate skills in the SAP industry. Once you crack the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) exam, a whole new career scope opens up for you. Candidates for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) exam dumps usually don't have enough time to study for the test. To prepare successfully in a short time, you need a trusted platform of real and updated SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C_THR87_2505) exam dumps.

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