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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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 5	• 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 6	• 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 7	• 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 (Q33-Q38):

NEW QUESTION # 33
Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- A. Integer fields
- B. Text fields
- C. Percentage fields
- D. Float fields
- E. Boolean fields

Answer: A,B,D

NEW QUESTION # 34
Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

- A. Recalculating bonus data
- B. Reloading the goal weights file
- C. Updating business goals
- D. Updating worksheets

Answer: A

NEW QUESTION # 35
The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

- A. Functional, User, and Planner
- B. Functional, User, Planner, and Any Currency
- C. Functional and User
- D. Functional only

Answer: C

NEW QUESTION # 36

A customer's variable pay program dates are January 1 to December 31, 2017. Given the screenshot below, what are the approximate Proration and Prorated Target Amount for this assignment?

- A. 25% and 2,000 respectively
- B. 25% and 6,000 respectively
- C. 75% and 2,000 respectively
- D. 75% and 6,000 respectively

Answer: A

NEW QUESTION # 37

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- A. base x (business performance + individual performance)
- B. base x business performance x individual performance
- C. base x (business performance x individual performance)
- D. base + (business performance + individual performance)

Answer: A

NEW QUESTION # 38

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