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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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	• 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 5	• 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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q20-Q25):

NEW QUESTION # 20
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?

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

Answer: C

NEW QUESTION # 21
How is goal payout determined when using the direct payout function type?

- A. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- B. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.
- C. Direct payout percentage will override normal performance payout calculation.
- D. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.

Answer: C

NEW QUESTION # 22
Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

- A. Additive
- B. Step scale
- C. Multiplicative
- D. Interpolation
- E. Direct payout

Answer: C,D,E

NEW QUESTION # 23
A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

- A. 0

- B. 1
- C. 2
- D. 3

Answer: C

NEW QUESTION # 24

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. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.
- B. Relevant goal performance is imported into each employee's Assignment History.
- 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 in a separate section in the performance form.

Answer: C

NEW QUESTION # 25

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SAP C-THR87-2505 practice questions are based on recently released SAP C-THR87-2505 exam objectives. Includes a user-friendly interface allowing you to take the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay practice exam on your computers, like downloading the PDF, Web-Based C-THR87-2505 Practice Test PassLeader, and Desktop SAP C-THR87-2505 practice exam PassLeader.

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