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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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	• 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 3	• 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 4	• 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.
Topic 5	• 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 (Q75-Q80):

NEW QUESTION # 75
Bonuses for all engineers at your client are calculated as follows: Basis (prorated salary × bonus target) × company achievement. Bonuses for all marketing staff at your client are calculated as follows: Basis × 50% individual achievement + 50% company achievement. How can this be implemented? Note: There are 2 correct answers to this question.

- A. One variable pay program using Base × Business Performance × Individual Performance. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual.
- B. One variable pay program that uses Base × (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual
- C. One variable pay program that uses Base × (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.
- D. Two variable pay programs: one using Base × Business Performance and using Base × (Business Performance + Individual Performance). The additive plan uses one business goal section weighted at 50%

Answer: C,D

NEW QUESTION # 76
A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses
$50,000, employees get 50% of their target payout. If the company loses $100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Use the Direct Payout function type and load 40,000 as achievement.
- B. Use the Direct Payout function type and load 100,000 as achievement.
- C. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100
- D. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0

Answer: C

NEW QUESTION # 77
Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

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

Answer: B,C,D

NEW QUESTION # 78

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields are mapped to import keys uploaded within the UDF and are editable.
- B. The fields use a custom calculation and are read-only.
- C. The fields are mapped to import keys uploaded within the UDF and are read-only.
- D. The fields use a lookup table to derive the data based on conditional logic and are read-only.

Answer: C

NEW QUESTION # 79

What is the effect of proration rounding?

- A. Rounds proration to a monthly value
- B. Changes start and/or end date used in BonusCalculation
- C. Allows for the use of "point in time" salary calculations
- D. Forces proration to have X decimal places, where X is configurable

Answer: A

NEW QUESTION # 80

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