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SAP C-THR87-2505 SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay



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## SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 2	<ul style="list-style-type: none"> <li>• <b>Bonus Plans:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Bonus Calculation Methods:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Employee History Data and Background Element:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Variable Pay Program Settings:</b> 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.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q23-Q28):

### NEW QUESTION # 23

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. Additive
- C. Direct payout
- D. Interpolation
- E. Multiplicative

**Answer: C,D,E**

### NEW QUESTION # 24

Your customer launched the worksheets and found some employees are NOT appearing. Which reports would you run to troubleshoot the issue? Note: There are 3 correct answers to this question.

- A. Export Ineligible Users
- B. Employee History report
- C. Export Users Without Managers
- D. Variable Pay Audit report
- E. Aggregate report

**Answer: B,C,D**

### NEW QUESTION # 25

You have an Employee Central client who wants to calculate the basis, based on employee-specific data. From which of the following areas can you get this data? Note: There are 2 correct answers to this question.

- A. Job relationships
- **B. Compensation information**
- **C. Job information**
- D. Pay Component non-recurring

**Answer: B,C**

#### NEW QUESTION # 26

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

**Answer: E**

#### NEW QUESTION # 27

Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

- A. User data file
- **B. Employee history data file**
- C. Business goals data file
- **D. Bonus plan data file**

**Answer: B,D**

#### NEW QUESTION # 28

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