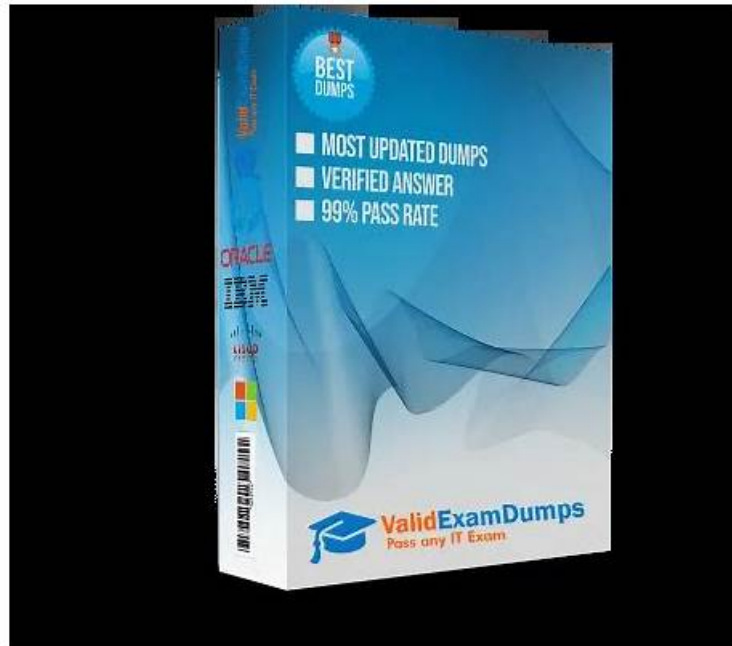# C-THR87-2505 Latest Test Guide & C-THR87-2505 Test Voucher

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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	• 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 5	• 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 6	• 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 7	• 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 8	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q10-Q15):

NEW QUESTION # 10
Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

- A. Configure the employee files.
- B. Add the Variable Pay Individual View to the Succession Data Model.
- C. Complete the Variable Pay forms.
- D. Add the Variable Pay Individual View to the Variable Plan template.
- E. Select Display Live Profile View.

Answer: B,D,E

NEW QUESTION # 11
Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- A. Combined Rewards Statement
- B. Variable Pay Rewards Statement
- C. Bonus Assignment Statement
- D. Variable Pay Individual View
- E. Personal Compensation Statement Notification

Answer: A,B,E

NEW QUESTION # 12
What is the effect of proration rounding?

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

Answer: C

NEW QUESTION # 13

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 # 14

Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% - revenue and operating Income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

- A. 4000 x 50% x (80% x 50% + 90% x 50%) + 4000 x 50% x 150%
- B. 4000 x 150% x (80% x 50% + 90% x 50%)
- C. 150% x (4000 x 50% x (80% + 4000 x 50% x 90%
- D. 4000 x 150% + 4000 x (80% x 50% + 90% x 50%)

Answer: A

NEW QUESTION # 15

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