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

Topic	Details
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Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q31-Q36):

### NEW QUESTION # 31

Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. No employees are eligible
- B. Enable Suppress Statement
- C. All employees are eligible**
- D. Enable Guideline Optimization

**Answer: C**

### NEW QUESTION # 32

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: B**

### NEW QUESTION # 33

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
- B. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- C. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
- D. Only Permanent full-time employees are eligible to receive a bonus.

**Answer: B,D**

### NEW QUESTION # 34

Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.

- A. fid1
- B. dfid1
- C. ifid1
- D. vfid5

**Answer: A,D**

### NEW QUESTION # 35

Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a custom string column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Title field when the forms are launched?

Effective Date	Department	Job Title	Bonus Plan
June 15, 2019	Sales	Sales Associate	SALES
Jan 23, 2020	Sales	Sales Advisor	SALES
April 1, 2020	Marketing	Marketing Assistant	MKT
November 23, 2020	Marketing	Marketing Manager	MANAGER

- A. Sales Associate
- B. Sales Advisor
- C. Marketing Manager
- D. Marketing Assistant

**Answer: A**

### NEW QUESTION # 36

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