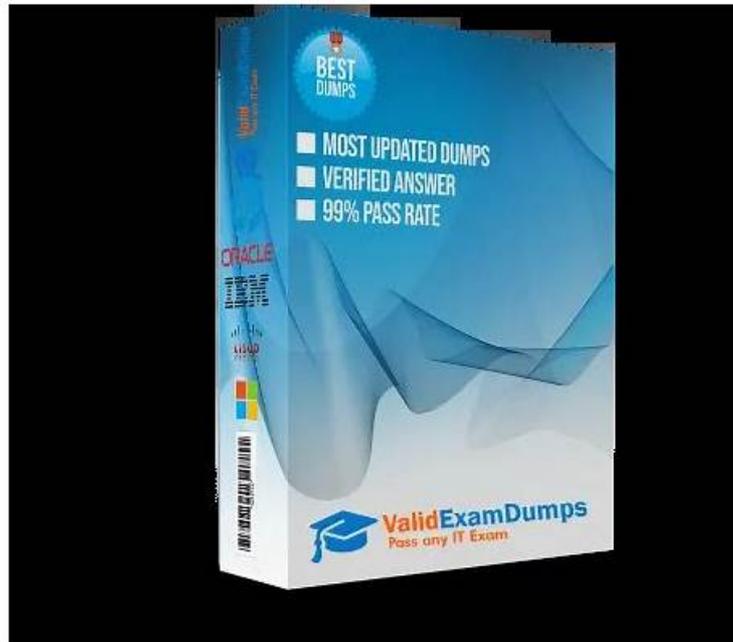


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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q44-Q49):

NEW QUESTION # 44

Which customer scenarios require the use of multiple variable pay programs? Note: There are 3 correct answers to this question.

- A. The customer is using a different bonus calculation formula.
- B. The customer is using a different plan period date range.
- C. The customer is using a different route map.
- D. The customer has some employees in Employee Central and others in an external system.
- E. The customer is using different eligibility rules.

Answer: A,B,C

NEW QUESTION # 45

Which bonus plan configuration is available only when using an import file?

- A. Bonus Cap Percentage
- B. Bonus Plan Name
- C. Individual Section Weight
- D. Team Section Weight

Answer: A

NEW QUESTION # 46

When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

- A. EC field mapping
- B. Performance management template name
- C. Effective date
- D. Rating type

Answer: C,D

NEW QUESTION # 47

Which of the following system-standard equations are considered to be multiplicative formulas? Note: There are 3 correct answers to this question.

- A. Base x business performance x individual performance
- B. Base x business performance x team performance x individual performance
- C. Base x business performance
- D. Base x (business performance + individual performance)
- E. Base x (business performance + team performance + individual performance)

Answer: A,B,C

NEW QUESTION # 48

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- A. Addition
- B. Subtraction
- C. Division
- D. Multiplication

Answer: A,D

NEW QUESTION # 49

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