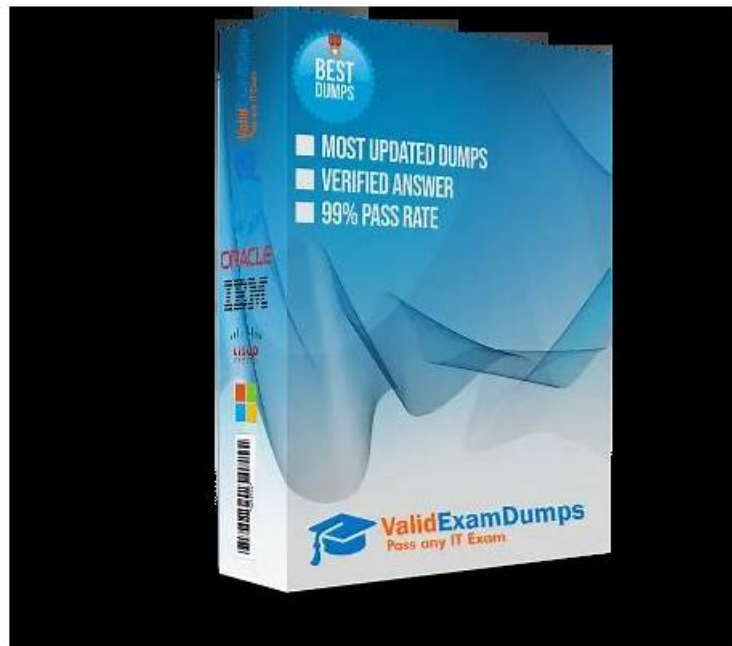


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SAP C-THR87-2505 Exam Syllabus Topics:

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	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	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 4	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q13-Q18):

NEW QUESTION # 13

What task can you complete in Configure Label Names and Visibility?

- A. Change field groups.
- **B. Deactivate form sections.**
- C. Relabel employee history fields.
- D. Create custom fields.

Answer: B

NEW QUESTION # 14

What formula do you use to suppress statements?

- A. `if(finalPayout=0, "Yes", "No")`
- B. `if(finalPayout=0, " ")`
- C. `if(finalPayout=0, "Valid", "Invalid")`
- **D. `if(finalPayout=0, "FALSE", "TRUE")`**

Answer: D

NEW QUESTION # 15

A customer's variable pay program dates are January 1 to December 31, 2017. Given the screenshot below, what are the approximate Proration and Prorated Target Amount for this assignment?

- A. 75% and 6,000 respectively
- B. 75% and 2,000 respectively
- C. 25% and 6,000 respectively
- **D. 25% and 2,000 respectively**

Answer: D

NEW QUESTION # 16

Where do you set the display order of the business goals?

- A. Design Worksheet
- B. Bonus plan file
- C. Business goals file
- **D. Business goal weights file**

Answer: D

NEW QUESTION # 17

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?

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

Answer: D

NEW QUESTION # 18

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