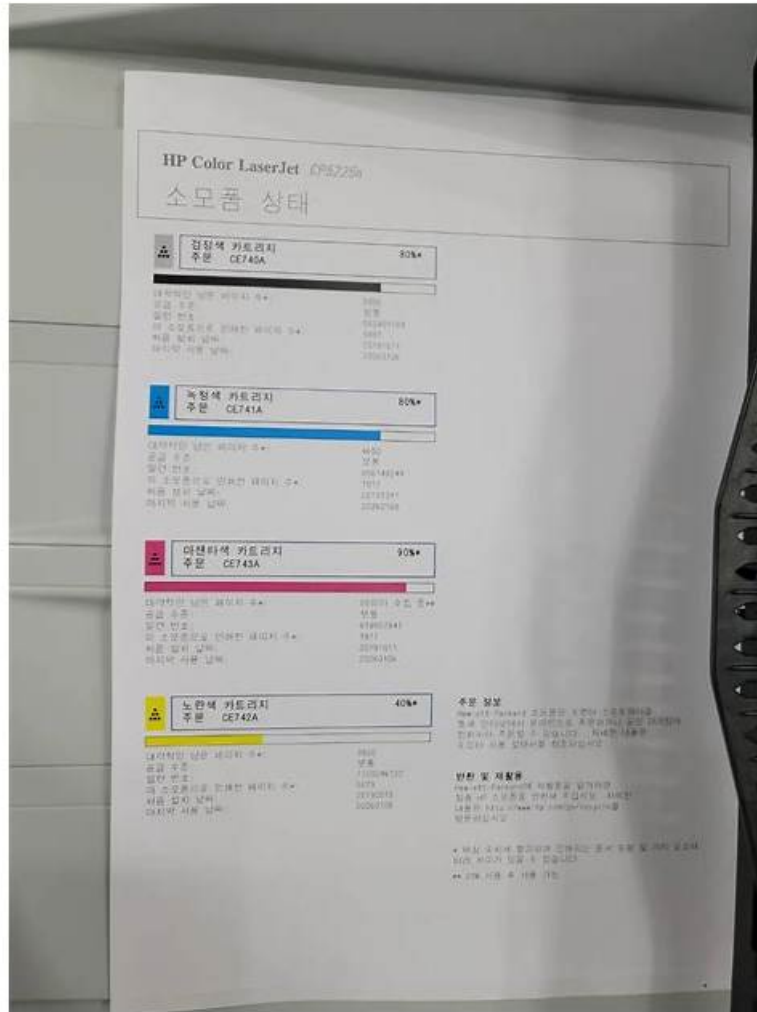


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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 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	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 6	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q41-Q46):

NEW QUESTION # 41

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals - but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" - that is, the employee's attainment against that goal affects their bonus at the end of the year. What is the best way to set this up without administrative intervention?

- A. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.
- B. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.**
- C. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.
- D. Relevant goal performance is imported into each employee's Assignment History.

Answer: B

NEW QUESTION # 42

Your customer wants to display historical bonus payments with the current worksheet. How can they show this information? Note: There are 2 correct answers to this question.

- A. Build an integration with the previous variable pay goal template.
- B. Create eligibility rules to pull historical data from previous plans.
- C. Define compensation period data in the compensation profile.**
- D. Configure custom views in plan setup.**

Answer: C,D

NEW QUESTION # 43

How is goal payout determined when using the direct payout function type?

- A. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.
- **B. Direct payout percentage will override normal performance payout calculation.**
- C. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- D. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.

Answer: B

NEW QUESTION # 44

How would you assign the same business goal to all employees in a non-EC integrated plan?

- A. Use the Manage Employee grouping.
- **B. Use a common field value for all employees in the employee history file.**
- C. Use the user ID of each employee in the business goals file.
- D. Use the correct performance management form template.

Answer: B

NEW QUESTION # 45

The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

□

- A. Functional, User, and Planner
- **B. Functional and User**
- C. Functional, User, Planner, and Any Currency
- D. Functional only

Answer: B

NEW QUESTION # 46

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