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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	• 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 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	• 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 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q53-Q58):

NEW QUESTION # 53
Which scenario requires the weights and mappings data file to be reimported?

- A. Update in bonus cap
- B. Change in business goal name
- C. Update in an employee's assignment date
- D. Change in eligibility rule criteria

Answer: B

NEW QUESTION # 54
Which of the following are standard criteria that can be used to create guidelines in variable pay? Note: There are 3 correct answers to this question.

- A. Rating
- B. Pay grade
- C. Division
- D. Country
- E. Job level

Answer: A,B,E

NEW QUESTION # 55
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. Sales Associate

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

Answer: A

NEW QUESTION # 56
Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?

- A. payoutFunctionType
- B. notes
- C. directPayout
- D. payoutPercentTarget

Answer: D

NEW QUESTION # 57
Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- A. Use gates on business goals.
- B. Use a bonus plan multiplier of 200%.
- C. Use guidelines where the maximum is set to 200%.
- D. Use bonus plan caps.

Answer: D

NEW QUESTION # 58
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