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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	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 6	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 7	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 8	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q19-Q24):

NEW QUESTION # 19

Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees. What data is processed?

- A. Data for all employees when the option "Delete all existing records prior to importing new data" is checked
- B. Data for employees who are in the administrator's target population
- C. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- D. Data for employees who are in the administrator's dynamic group

Answer: A

NEW QUESTION # 20

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

- A. PM form start date <= Assignment start date. PM form end date <= Assignment end date
- B. PM form start date <= Assignment end date. Assignment start date <= PM form end date
- C. PM form start date <= Assignment start date. Assignment start date >= PM form end date
- D. PM form start date >= Assignment end date. Assignment start date <= PM form start date

Answer: B

NEW QUESTION # 21

What is the effect of proration rounding?

- A. Rounds proration to a monthly value
- B. Allows for the use of "point in time" salary calculations
- C. Forces proration to have X decimal places, where X is configurable
- D. Changes start and/or end date used in BonusCalculation

Answer: A

NEW QUESTION # 22

Your client wants to change the label on a field in the Assignment Details level of their worksheet. Where could you make the change? Note: There are 2 correct answers to this question.

- A. Column Designer, Entry Level fields
- B. Custom Views
- C. Column Designer, Assignment Level fields
- D. Employee History background element

Answer: C,D

NEW QUESTION # 23

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?

- A. Variable Pay XML template
- B. Column Designer
- C. Succession data model
- D. Configure Label Names and Visibility

Answer: A,B

NEW QUESTION # 24

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