

Free PDF 2026 C_THR87_2505: Professional SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Pass Guide



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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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 4	• 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q22-Q27):

NEW QUESTION # 22

What does the Enable Guideline Optimization setting do? Note: There are 2 correct answers to this question.

- A. It requires relaunching the form when guidelines are changed during mid-cycle.
- **B. It helps render the worksheet faster when there are more than 1,000 guideline formulas.**
- C. It locks the guideline rule settings so they are un-editable after form launch.
- **D. It changes the guidelines so they are updated on the form immediately.**

Answer: B,D

NEW QUESTION # 23

From where can you pull fields to assign business goals to employees through the business goals import file?

- **A. Employee history fields**
- B. Bonus plan weights
- C. Summary level standard fields
- D. Summary level custom reportable fields

Answer: A

NEW QUESTION # 24

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

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

Answer: C,D

NEW QUESTION # 25

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

Answer: D

NEW QUESTION # 26

How can you create worksheets where employees have planners outside their line manager hierarchy?

- A. Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.
- B. Use the custom manager option for assigning employees in the user data file and in the route map.
- C. Assign the employees to matrix managers and use matrix managers in the route map.
- D. Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.

Answer: A

NEW QUESTION # 27

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