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SAP C_THR87_2505 Exam Syllabus Topics:

| Topic | Details |
|---------|---|
| Topic 1 | <ul style="list-style-type: none">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 2 | <ul style="list-style-type: none">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 | <ul style="list-style-type: none">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 4 | <ul style="list-style-type: none">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 5 | <ul style="list-style-type: none">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 6 | <ul style="list-style-type: none">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 (Q49-Q54):

NEW QUESTION # 49

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

Answer: D

NEW QUESTION # 50

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

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

Answer: D

NEW QUESTION # 51

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- **A. Calculate Bonus and Update worksheets.**
- B. Update Goal Result and Update worksheets.
- C. Delete the user from their worksheet and add them back into the worksheet.
- D. Delete the existing worksheet and then launch a new set.

Answer: A

NEW QUESTION # 52

In which file do you specify the relationship between bonus plan and business goals?

- A. Business goals data file
- **B. Weights and mappings data file**
- C. Business goal template
- D. Bonus plan data file

Answer: B

The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

- Answer: D**

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