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2026 SAP C_THR87_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Perfect Latest Study Guide

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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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 4	<ul style="list-style-type: none"> 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 5	<ul style="list-style-type: none"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q57-Q62):

NEW QUESTION # 57

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Delete the Basis field header when importing the employee history data file.
- B. Configure the Basis field as a custom field in the background element.
- C. Leave the Basis field blank when importing the employee history data file.
- D. Configure the Basis field to be hidden in the background element.

Answer: D

NEW QUESTION # 58

Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note: There are 3 correct answers to this question.

- A. Basis
- B. Variable Pay Program Name
- C. Target Percentage
- D. Local Currency Code
- E. Salary

Answer: A,B,D

NEW QUESTION # 59

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: A

NEW QUESTION # 60

An employee was part of the Consumer business unit from January 1-July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

- A. This employee is eligible for the Corp plan from January 1-July 31 and the BU plan from August 1-December 31.

- B. This employee is eligible for the BU plan for a portion of the plan year, from August 1-December 31.
- C. This employee is eligible for the Corp plan for the entire plan year, from January 1-December 31.
- D. This employee is eligible for the BU plan for a portion of the plan year, from January 1-July 31.

Answer: A

NEW QUESTION # 61

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

Answer: C

NEW QUESTION # 62

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