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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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	• 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 6	• 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 7	• 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 8	• 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 (Q36-Q41):

NEW QUESTION # 36
A customer's variable pay program dates are January 1 to December 31, 2017. Given the screenshot below, what are the approximate Proration and Prorated Target Amount for this assignment?

- A. 25% and 6,000 respectively
- B. 25% and 2,000 respectively
- C. 75% and 6,000 respectively
- D. 75% and 2,000 respectively

Answer: B

NEW QUESTION # 37
What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

- A. Bonus forecast
- B. Compensation profile
- C. Bonus assignment letter
- D. Variable Pay individual view

Answer: C

NEW QUESTION # 38
If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- A. Add employees to the history data file.
- B. Create a rule in Manager Form Eligibility to include employees.
- C. Use an MDF rule instead of importing eligibility rules.
- D. Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.

Answer: B,D

NEW QUESTION # 39
Which bonus plan configuration is available only when using an import file?

- A. Bonus Cap Percentage
- B. Individual Section Weight
- C. Bonus Plan Name
- D. Team Section Weight

Answer: A

NEW QUESTION # 40
Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% - revenue and operating Income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

- A. 4000 x 50% x (80% x 50% + 90% x 50%) + 4000 x 50% x 150%
- B. 4000 x 150% + 4000 x (80% x 50% + 90% x 50%)
- C. 150% x (4000 x 50% x (80% + 4000 x 50% x 90%)
- D. 4000 x 150% x (80% x 50% + 90% x 50%)

Answer: A

NEW QUESTION # 41
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