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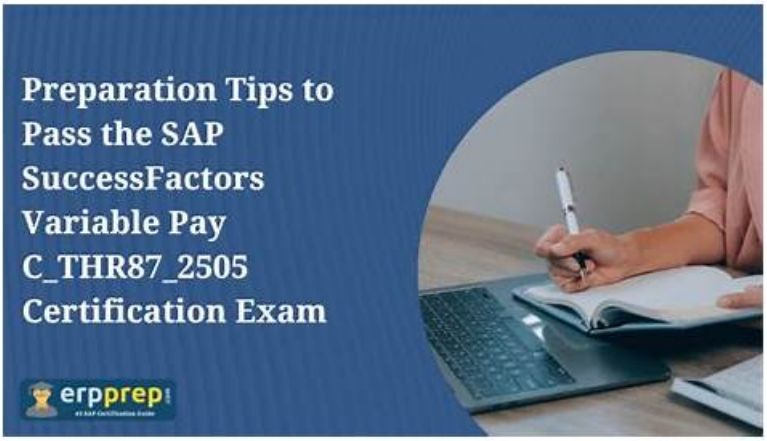

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SAP C-THR87-2505 Exam Syllabus Topics:

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	• 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 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	• 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	• 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 6	• 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 (Q74-Q79):

NEW QUESTION # 74
In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer has multiple sets of business goals.
- B. The customer has multiple route maps.
- C. The customer has multiple plan period date ranges.
- D. The customer is using multiple bonus calculation formulas.

Answer: A

NEW QUESTION # 75
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 # 76
Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

- A. Employee history data file
- B. Bonus plan data file
- C. User data file
- D. Business goals data file

Answer: A,B

NEW QUESTION # 77
A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses
$50,000, employees get 50% of their target payout. If the company loses $100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100
- B. Use the Direct Payout function type and load 100,000 as achievement.

- C. Use the Direct Payout function type and load 40,000 as achievement.
- D. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0

Answer: A

NEW QUESTION # 78
What does the Enable Guideline Optimization setting do? Note: There are 2 correct answers to this question.

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

Answer: A,D

NEW QUESTION # 79
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