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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<ul style="list-style-type: none">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 7	<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 8	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q73-Q78):

NEW QUESTION # 73

Your customer wants to display historical bonus payments with the current worksheet. How can they show this information? Note: There are 2 correct answers to this question.

- A. Create eligibility rules to pull historical data from previous plans.
- B. **Configure custom views in plan setup.**
- C. Build an integration with the previous variable pay goal template.
- D. **Define compensation period data in the compensation profile.**

Answer: B,D

NEW QUESTION # 74

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

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

Answer: A,B

NEW QUESTION # 75

Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note: There are 2 correct answers to this question.

- A. Lookup values
- B. **Reports**
- C. Guidelines
- D. **Calculations**

Answer: B,D

NEW QUESTION # 76

Why might you use the check tool? Note: There are 2 correct answers to this question.

- A. To determine if employees are assigned to an appropriate bonus plan
- B. To determine if goal weights are equal to 100%
- C. To determine if custom fields are reloadable
- D. To determine inactive planners in the hierarchy

Answer: C,D

NEW QUESTION # 77

Which of the following can be achieved using variable pay gates? Notes: There are 2 correct answers to this question.

- A. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is "Good" or better.
- B. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.
- C. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.
- D. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.

Answer: A,B

NEW QUESTION # 78

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