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## SAP C-THR87-2505 Exam Syllabus Topics:

| Topic | Details |
|-------|---------|
| Topic 1 | • 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 | • 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 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 | • 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 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. |

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# SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q71-Q76):

**NEW QUESTION # 71**
Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Employee History report
- B. Employee History Gaps report
- C. Employee History Overlaps report
- D. Bonus Payout Details report

**Answer: B**

**NEW QUESTION # 72**
When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

- A. EC field mapping
- B. Performance management template name
- C. Rating type
- D. Effective date

**Answer: C,D**

**NEW QUESTION # 73**

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

**Answer: B,D**

**NEW QUESTION # 74**

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- A. Subtraction
- B. Multiplication
- C. Division
- D. Addition

**Answer: B,D**

**NEW QUESTION # 75**

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?

- A. The date the system uses to pull data from Employee Central
- B. The date the program begins
- C. The date the program ends
- D. The date published transactions are effective in Employee Central

**Answer: A**

**NEW QUESTION # 76**

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