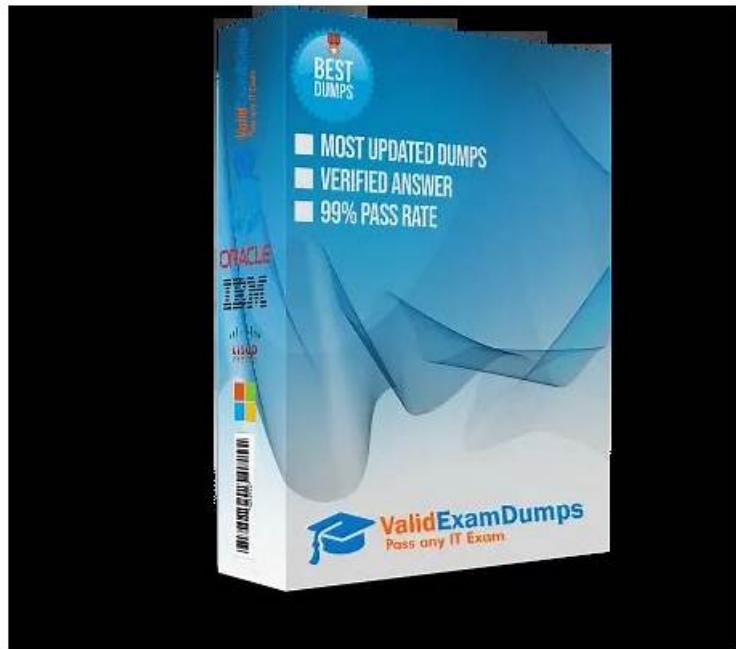


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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q31-Q36):

NEW QUESTION # 31

In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

- A. In some countries, the bonus is multiplicative, while in others it is additive.
- B. **There are only two business goals, but the weighting of the goals varies by employee grade.**
- C. There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.
- D. **The bonuses of different groups of employees are affected by different business goals.**

Answer: B,D

NEW QUESTION # 32

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

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

Answer: C

NEW QUESTION # 33

Assume a starting point of "All employees are eligible" and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Eligibility Rules?

- A. To include inactive users as part of the Variable Pay form
- B. **To exclude employees who have given their notice from the bonus payout calculation**
- C. To include inactive users as part of the payout calculation
- D. To exclude employees who have given their notice from the Variable Pay form

Answer: B

NEW QUESTION # 34

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. Add employees to the history data file.

- C. Create a rule in Manager Form Eligibility to include employees.
- D. Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.

Answer: C,D

NEW QUESTION # 35

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- A. Float fields
- B. Text fields
- C. Boolean fields
- D. Integer fields
- E. Percentage fields

Answer: A,B,D

NEW QUESTION # 36

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