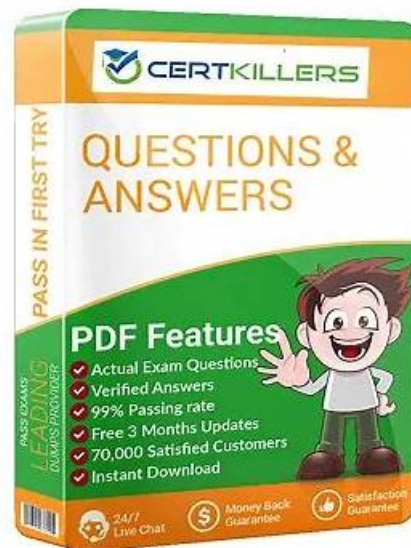


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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> 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 5	<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.
Topic 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q25-Q30):

NEW QUESTION # 25

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields are mapped to import keys uploaded within the UDF and are editable.
- B. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- C. The fields use a custom calculation and are read-only.
- D. The fields are mapped to import keys uploaded within the UDF and are read-only.

Answer: D

NEW QUESTION # 26

Which of the following system-standard equations are considered to be multiplicative formulas? Note: There are 3 correct answers to this question.

- A. Base x business performance
- B. Base x business performance x team performance x individual performance
- C. Base x (business performance + team performance + individual performance)
- D. Base x (business performance + individual performance)
- E. Base x business performance x individual performance

Answer: A,B,E

NEW QUESTION # 27

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. Calculations**
- D. Guidelines

Answer: B,C

NEW QUESTION # 28

In which file do you specify the relationship between bonus plan and business goals?

- **A. Weights and mappings data file**
- B. Bonus plan data file
- C. Business goals data file
- D. Business goal template

Answer: A

NEW QUESTION # 29

Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?

- A. notes
- B. directPayout
- C. payoutFunctionType
- **D. payoutPercentTarget**

Answer: D

NEW QUESTION # 30

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