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SAP CERTIFICATION

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## **SAP C\_THR87\_2505 Exam Syllabus Topics:**

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 6	<ul style="list-style-type: none"><li>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.</li></ul>

## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q63-Q68):**

### **NEW QUESTION # 63**

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

**Answer: D**

### **NEW QUESTION # 64**

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

- A. PM form start date <= Assignment start date. Assignment start date >= PM form end date
- B. PM form start date >= Assignment end date. Assignment start date <= PM form start date
- C. PM form start date <= Assignment start date. PM form end date <= Assignment end date
- D. PM form start date <= Assignment end date. Assignment start date <= PM form end date**

**Answer: D**

### **NEW QUESTION # 65**

Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a custom string column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Title field when the forms are launched?

- A. Marketing Manager
- B. Sales Associate
- C. Marketing Assistant
- D. Sales Advisor

**Answer: B**

#### **NEW QUESTION # 66**

You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

- A. Custom views
- B. Compensation profile
- C. Field-based permission
- D. Executive review

**Answer: B**

#### **NEW QUESTION # 67**

The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

- A. Functional, User, and Planner
- B. Functional only
- C. Functional, User, Planner, and Any Currency
- D. Functional and User

**Answer: D**

#### **NEW QUESTION # 68**

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