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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"> 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 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"> • 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 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 6	<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 7	<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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q62-Q67):

NEW QUESTION # 62

What is the effect of proration rounding?

- A. Forces proration to have X decimal places, where X is configurable
- B. Allows for the use of "point in time" salary calculations
- C. Changes start and/or end date used in BonusCalculation
- D. Rounds proration to a monthly value

Answer: D

NEW QUESTION # 63

The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

userid	varPayEmpHistData	startDate	endDate	varPayProgramName	division	department	country	payGrade	jobTitle
1	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Production FR	FRA	GR-10	Assembly Manager
100009	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Talent Acquisition US	USA	GR-08	Recruiting Manager
100052	varPayEmpHistData	10/12/1996	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst Lead
100083	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-08	Development Manager
100093	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst
100095	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Program Manager
100096	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Quality Assurance US	USA	GR-06	Inspector
100097	varPayEmpHistData	01/01/2015	02/01/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
100097	varPayEmpHistData	02/02/2015	12/31/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
1000971	varPayEmpHistData	03/07/2015	12/31/2015	July Var Pay	Manufacturing	Production DE	DEU	GR-08	Capacity Planning Manager
100112	varPayEmpHistData	01/01/1996	09/29/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100112	varPayEmpHistData	09/30/2015	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100113	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Manufacturing	Production US	USA	GR-03	Executive Assistant
100115	varPayEmpHistData	10/17/2012	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	VP Operations
100135	varPayEmpHistData	10/03/2011	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-16	President United States
100152	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Compensation and Benefits US	USA	GR-08	Compensation Manager
100173	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-03	Executive Assistant to the President

- A. The country column shows a code rather than a label.
- B. The endDate column is in mm/dd/yyyy format.
- C. The basis column is using commas.
- D. The tgtPct column is using decimals.

Answer: C

NEW QUESTION # 64

Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.

- A. vfid5
- B. ffid1
- C. dfid1
- D. ifid1

Answer: A,B

NEW QUESTION # 65

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: C

NEW QUESTION # 66

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- A. Plan number format
- B. Plan type
- C. Plan name
- D. Plan ID

Answer: B,C,D

NEW QUESTION # 67

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