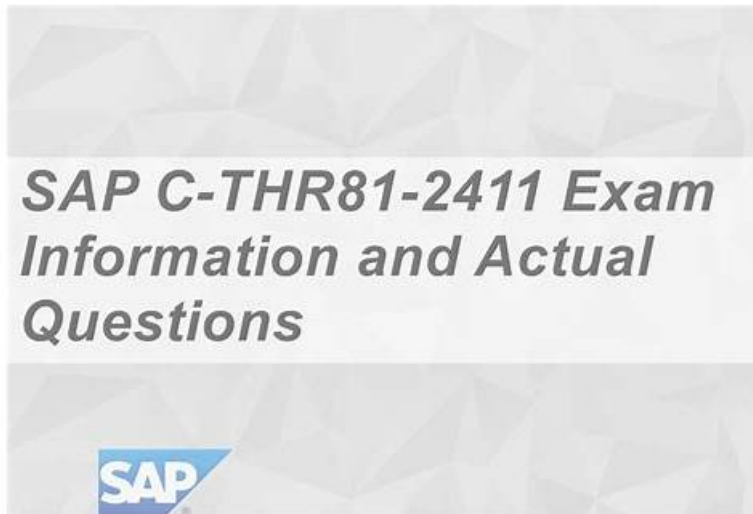


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SAP C-THR87-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Reporting and Analytics: This domain measures the skills of a Reporting Analyst and involves configuring reporting tools and analytics to monitor variable pay results, assess plan effectiveness, and provide insights to stakeholders for decision-making.
Topic 2	• Configuring Variable Pay Templates: This part measures the skills of a Configuration Specialist and involves setting up variable pay templates that define the rules and parameters for various compensation plans. It addresses plan eligibility, calculation models, pay components, and the configuration necessary to tailor each plan to specific organizational needs.
Topic 3	• Integration and Workflow Management: This part targets an Integration Coordinator and covers the integration of variable pay processes with other SAP SuccessFactors modules like Employee Central and Performance & Goals. It also includes managing workflows related to approvals, notifications, and data synchronization.
Topic 4	• Variable Pay Fundamentals and Strategy: This section targets an HR Compensation Specialist and covers the business concepts behind variable pay programs, including different types of variable pay (incentives, bonuses) and their strategic role in employee motivation and performance management. It includes understanding compensation structures and aligning them with organizational goals.
Topic 5	• Compliance and Security: This final section focuses on a Compliance Officer and covers ensuring that variable pay configurations adhere to legal, regulatory, and organizational policies. It includes managing data security, audit trails, and permission roles to protect sensitive compensation information.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q24-Q29):

NEW QUESTION # 24

Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. All employees are eligible
- B. Enable Guideline Optimization
- C. No employees are eligible
- D. Enable Suppress Statement

Answer: A

NEW QUESTION # 25

The bonuses of all employees at your client are determined by the following results:

- * 30% Corporate Performance
- * 30% Country Performance
- * 40% Individual Achievement

All employees have the same result for Corporate Performance, but the result for Country Performance varies based on the employee's country. The Individual Achievement comes from a linked performance form's overall result.

How would this be configured?

Note: There are 2 correct answers to this question.

- A. Additive plan with one Business Goal section
- B. Additive plan with two Business Goal sections
- C. Additive plan with one Business Goal section
- D. Additive plan with one Business Goal section
- E. Additive plan with one Business Goal section
- F. Additive plan with one Business Goal section

Answer: B,C

NEW QUESTION # 26

What does the Enable Guideline Optimization setting do? Note: There are 2 correct answers to this question.

- A. It changes the guidelines so they are updated on the form immediately.
- B. It requires relaunching the form when guidelines are changed during mid-cycle.
- C. It helps render the worksheet faster when there are more than 1,000 guideline formulas.
- D. It locks the guideline rule settings so they are un-editable after form launch.

Answer: A,C

NEW QUESTION # 27

A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

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

Answer: B

NEW QUESTION # 28

An employee was part of the Consumer business unit from January 1-July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

Import/Export Legacy Eligibility Rules

rule	Conditions
Corp	businessUnit=Corporate
BU	businessUnit=Consumer; businessUnit=AudioVideo

- **A. This employee is eligible for the Corp plan from January 1-July 31 and the BU plan from August 1-December 31.**
- B. This employee is eligible for the BU plan for a portion of the plan year, from August 1-December 31.
- C. This employee is eligible for the BU plan for a portion of the plan year, from January 1-July 31.
- D. This employee is eligible for the Corp plan for the entire plan year, from January 1-December 31.

Answer: A

NEW QUESTION # 29

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