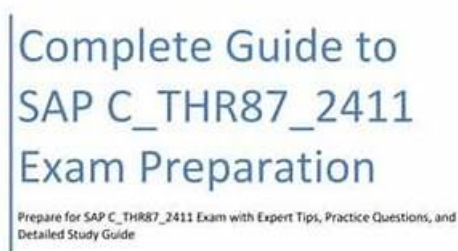


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SAP C-THR87-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Plan Eligibility and Rules: This domain focuses on an Eligibility Analyst and covers determining which employees or groups qualify for specific variable pay plans. It details the configuration of eligibility criteria, such as job role, department, or performance metrics, to ensure appropriate targeting and compliance.
Topic 2	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.
Topic 3	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q54-Q59):

NEW QUESTION # 54

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- A. $\text{base} \times \text{business performance} \times \text{individual performance}$
- B. $\text{base} \times (\text{business performance} \times \text{individual performance})$
- C. $\text{base} \times (\text{business performance} + \text{individual performance})$
- D. $\text{base} + (\text{business performance} + \text{individual performance})$

Answer: C

NEW QUESTION # 55

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 # 56

Which steps should you take to activate the Variable Pay Individual View?

Note: There are 3 correct answers to this question.

- A. Add the Variable Pay Individual View to the Succession Data Model.
- B. Select Display Live Profile View.
- C. Configure the employee files.
- D. Complete the Variable Pay forms.
- E. Add the Variable Pay Individual View to the Variable Plan template.

Answer: A,B,C

NEW QUESTION # 57

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

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

Answer: A

NEW QUESTION # 58

What formula do you use to suppress statements?

- A. `if(finalPayout=0,"")`
- B. `if(finalPayout=0, "Yes", "No")`
- C. `if(finalPayout=0,"Valid","Invalid")`
- D. `if(finalPayout=0,"FALSE","TRUE")`

Answer: D

NEW QUESTION # 59

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