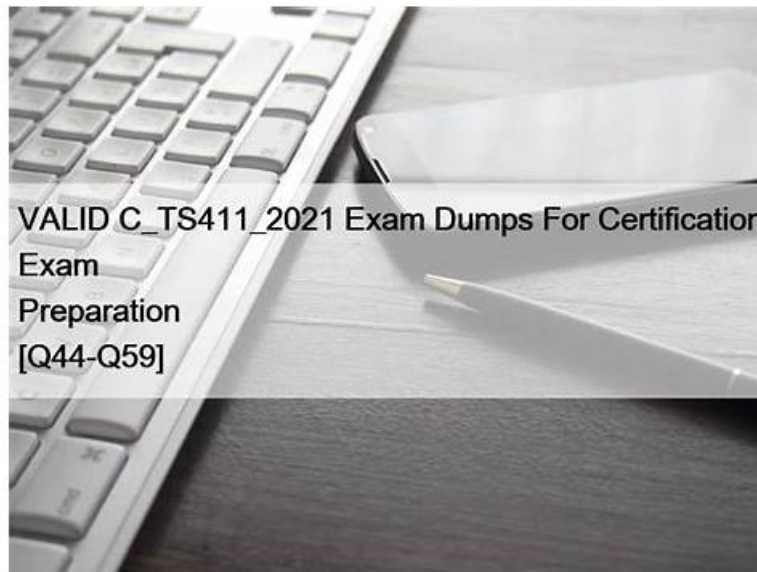


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SAP C-THR87-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none">• 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 4	<ul style="list-style-type: none">• 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.

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

NEW QUESTION # 24

Your client wants to change the label on a field in the Assignment Details level of their worksheet. Where could you make the change?

Note: There are 2 correct answers to this question.

- A. Column Designer, Assignment Level fields
- B. Custom Views
- C. Column Designer, Entry Level fields
- D. Employee History background element

Answer: A,C

NEW QUESTION # 25

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

Use this page to view, import and export data for bonus eligibility rules.

File Name: No file selected.

Character Encoding:

Delete all existing records prior to importing new data: ☐

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

Answer: A

NEW QUESTION # 26

What task can you complete in Configure Label Names and Visibility?

- A. Create custom fields.
- B. Change field groups.
- C. Deactivate form sections.
- D. Relabel employee history fields.

Answer: D

NEW QUESTION # 27

How do you ensure that a planner enters an amount within a specific range?

- A. Create gates using performanceMin and performanceMax.
- B. Configure minimum/maximum guidelines in the plan setup.
- C. Enter values in the minimum/maximum columns on the business goals file.
- **D. Set min-max to display as guideline pattern.**

Answer: D

NEW QUESTION # 28

Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

- A. User data file
- **B. Employee history data file**
- **C. Bonus plan data file**
- D. Business goals data file

Answer: B,C

NEW QUESTION # 29

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