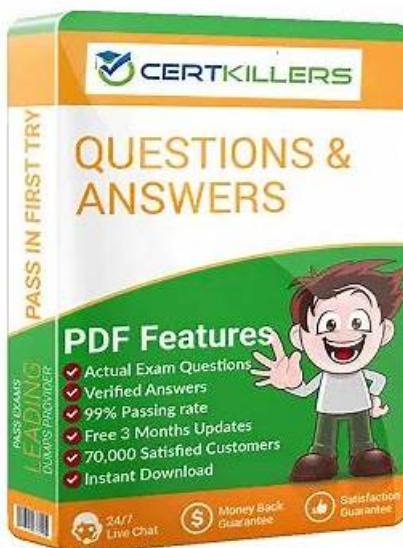


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## SAP C-THR87-2505 Exam Syllabus Topics:

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

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q72-Q77):

### NEW QUESTION # 72

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
- B. Only Permanent full-time employees are eligible to receive a bonus.**
- C. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.**
- D. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.

**Answer: B,C**

### NEW QUESTION # 73

In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

- A. There are only two business goals, but the weighting of the goals varies by employee grade.**
- B. In some countries, the bonus is multiplicative, while in others it is additive.
- C. There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.
- D. The bonuses of different groups of employees are affected by different business goals.**

**Answer: A,D**

### NEW QUESTION # 74

In which file do you specify the relationship between bonus plan and business goals?

- A. Business goal template
- B. Bonus plan data file
- **C. Weights and mappings data file**
- D. Business goals data file

**Answer: C**

#### **NEW QUESTION # 75**

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- **A. Addition**
- B. Division
- C. Subtraction
- **D. Multiplication**

**Answer: A,D**

#### **NEW QUESTION # 76**

Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% - revenue and operating Income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

- A.  $4000 \times 150\% + 4000 \times (80\% \times 50\% + 90\% \times 50\%)$
- B.  $150\% \times (4000 \times 50\% \times (80\% + 4000 \times 50\% \times 90\%))$
- C.  $4000 \times 150\% \times (80\% \times 50\% + 90\% \times 50\%)$
- **D.  $4000 \times 50\% \times (80\% \times 50\% + 90\% \times 50\%) + 4000 \times 50\% \times 150\%$**

**Answer: D**

#### **NEW QUESTION # 77**

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