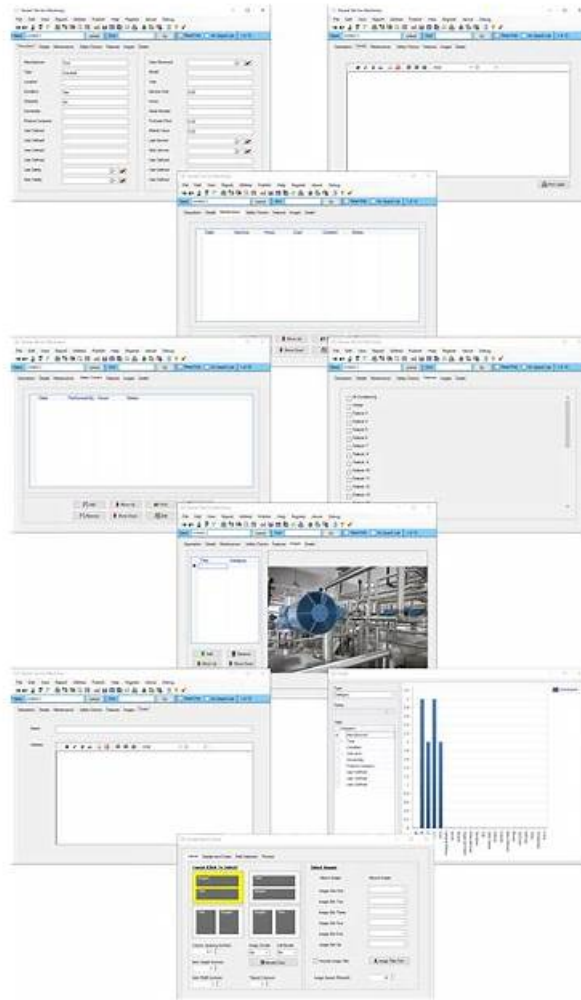


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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q56-Q61):

NEW QUESTION # 56

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- A. Define the Business Unit field as a department in the Succession Data Model XML.
- **B. Import business unit data via the employee history data file.**
- C. Import business unit data via the user data file.
- **D. Define the Business Unit field in the Variable Pay Background Element XML.**

Answer: B,D

NEW QUESTION # 57

Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Employee History report
- B. Employee History Overlaps report
- C. Bonus Payout Details report
- **D. Employee History Gaps report**

Answer: D

NEW QUESTION # 58

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- **A. Float fields**

- B. Boolean fields
- C. Text fields
- D. Percentage fields
- E. Integer fields

Answer: A,C,E

NEW QUESTION # 59

Your customer has two groups of employees eligible for a variable pay payout: Employees in the US use SAP SuccessFactors performance forms. Employees in Germany have their performance rating in an external system. Ratings for both groups of employees are provided based on the same rating scale. How should you handle this situation? Note: There are 2 correct answers to this question.

- A. Export the rating from the US performance forms then load ratings for all eligible employees into the Overall Performance background element of the Employee Profile.
- B. Import the German ratings into the Overall Performance background element of the Employee Profile. The US ratings remain in the performance forms.
- C. Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.
- D. Create a specific performance form template for the German employees and have the customer load their ratings into it.

Answer: A,B

NEW QUESTION # 60

Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note: There are 3 correct answers to this question.

- A. Salary
- B. Variable Pay Program Name
- C. Target Percentage
- D. Local Currency Code
- E. Basis






Answer: B,D,E

NEW QUESTION # 61

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