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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Торіс 1	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.
Topic 2	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.
Topic 3	Reports and Reward Statements: This section of the exam evaluates the knowledge of Compensation Analysts in generating reports and reward statements. It focuses on tools for communicating results to stakeholders and visualizing data through templates and dashboards.
Торіс 4	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.

Topic 5

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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q44-Q49):

NEW QUESTION #44

Assume a starting point of "All employees are eligible" and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Eligibility Rules?

- A. To include inactive users as part of the Variable Pay form
- B. To exclude employees who have given their notice from the Variable Pay form
- C. To exclude employees who have given their notice from the bonus payout calculation
- D. To include inactive users as part of the payout calculation

Answer: C

NEW QUESTION #45

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

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

Answer: A

NEW QUESTION #46

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

Answer: B,D

NEW QUESTION #47

In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer has multiple sets of business goals.
- B. The customer is using multiple bonus calculation formulas.
- C. The customer has multiple route maps.
- D. The customer has multiple plan period date ranges.

Answer: A

NEW OUESTION #48

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?



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

Answer: D

NEW QUESTION #49

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