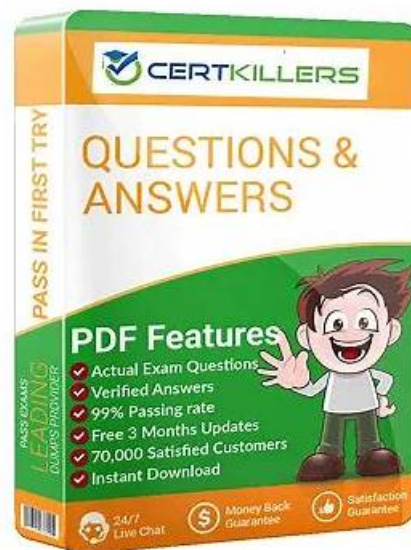


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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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.
Topic 3	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	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 5	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q25-Q30):

NEW QUESTION # 25

How is goal payout determined when using the direct payout function type?

- A. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- B. Direct payout percentage will override normal performance payout calculation.
- C. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.
- D. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.

Answer: B

NEW QUESTION # 26

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?



- A. Column Designer
- B. Succession data model
- C. Variable Pay XML template
- D. Configure Label Names and Visibility

Answer: A,C

NEW QUESTION # 27

From where can you pull fields to assign business goals to employees through the business goals import file?

- A. Employee history fields
- B. Summary level custom reportable fields
- C. Summary level standard fields
- D. Bonus plan weights

Answer: A

NEW QUESTION # 28

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

Answer: A,D

NEW QUESTION # 29

Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

- A. Interpolation
- B. Multiplicative
- C. Additive
- D. Step scale
- E. Direct payout

Answer: A,B,E

NEW QUESTION # 30

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