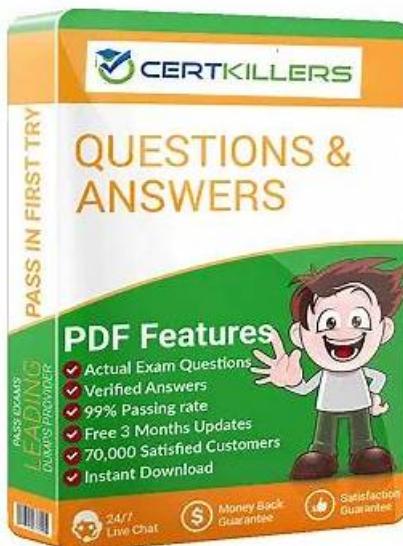


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## **SAP C\_THR87\_2505 Exam Syllabus Topics:**

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

## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q26-Q31):**

### **NEW QUESTION # 26**

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates**
- B. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match
- C. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%**
- D. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31

**Answer: A,C**

### **NEW QUESTION # 27**

Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

- A. Updating worksheets
- B. Updating business goals
- C. Recalculating bonus data**
- D. Reloading the goal weights file

**Answer: C**

### NEW QUESTION # 28

Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A. Use Manager Form Eligibility.
- B. Use Bonus Plan Eligibility.
- C. **Configure multiple rules by EC entity for the program**
- D. Include inactive employees.
- E. Enable global eligibility rule.

**Answer: C**

### NEW QUESTION # 29

If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- A. Add employees to the history data file.
- B. Use an MDF rule instead of importing eligibility rules.
- C. **Flag employees in the UDF as TRUE in COMPENSATION\_ELIGIBLE.**
- D. Create a rule in Manager Form Eligibility to include employees.

**Answer: C,D**

### NEW QUESTION # 30

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

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

**Answer: A,B**

### NEW QUESTION # 31

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