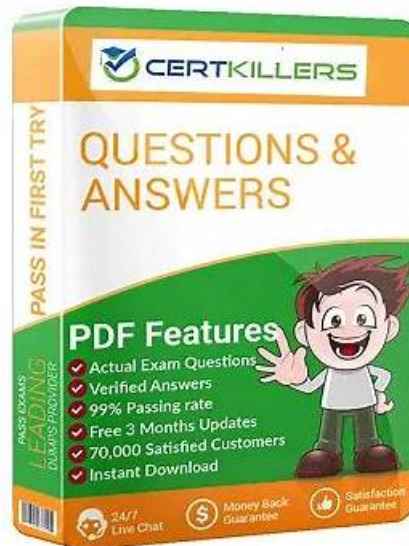


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SAP C_THR87_2505 Exam Syllabus Topics:

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	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 3	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 4	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 5	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.
Topic 6	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.
Topic 7	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 8	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q74-Q79):

NEW QUESTION # 74

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. 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
- B. 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
- 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. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match

Answer: B,C

NEW QUESTION # 75

Which of the following system-standard equations are considered to be multiplicative formulas? Note: There are 3 correct answers to this question.

- A. Base x business performance
- B. Base x business performance x team performance x individual performance
- C. Base x (business performance + team performance + individual performance)
- D. Base x business performance x individual performance
- E. Base x (business performance + individual performance)

Answer: A,B,D

NEW QUESTION # 76

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Calculate Bonus and Update worksheets.
- B. Delete the existing worksheet and then launch a new set.
- C. Update Goal Result and Update worksheets.
- D. Delete the user from their worksheet and add them back into the worksheet.

Answer: A

NEW QUESTION # 77

When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

- A. EC field mapping
- B. Performance management template name
- C. Effective date
- D. Rating type

Answer: C,D

NEW QUESTION # 78

Your customer launched the worksheets and found some employees are NOT appearing. Which reports would you run to troubleshoot the issue? Note: There are 3 correct answers to this question.

- A. Export Users Without Managers
- B. Variable Pay Audit report
- C. Aggregate report
- D. Export Ineligible Users
- E. Employee History report

Answer: A,B,E

NEW QUESTION # 79

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