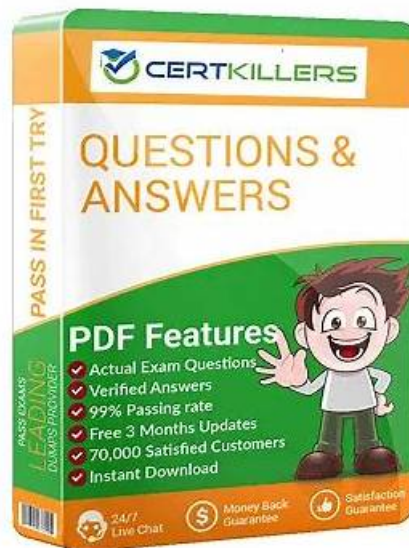


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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none">• 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	<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"> • 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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q20-Q25):

NEW QUESTION # 20

The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?



USD		0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD	CNY	6.827

- A. Functional, User, Planner, and Any Currency
- **B. Functional and User**
- C. Functional, User, and Planner
- D. Functional only

Answer: B

NEW QUESTION # 21

Which bonus plan configuration is available only when using an import file?

- A. Individual Section Weight
- B. Bonus Plan Name
- **C. Bonus Cap Percentage**
- D. Team Section Weight

Answer: C

NEW QUESTION # 22

Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

- A. Complete the Variable Pay forms.
- **B. Add the Variable Pay Individual View to the Succession Data Model.**
- **C. Add the Variable Pay Individual View to the Variable Plan template.**
- D. Configure the employee files.
- **E. Select Display Live Profile View.**

Answer: B,C,E

NEW QUESTION # 23

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

Answer: A

NEW QUESTION # 24

A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

- A. 0
- **B. 1**
- C. 2
- D. 3

Answer: B

NEW QUESTION # 25

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