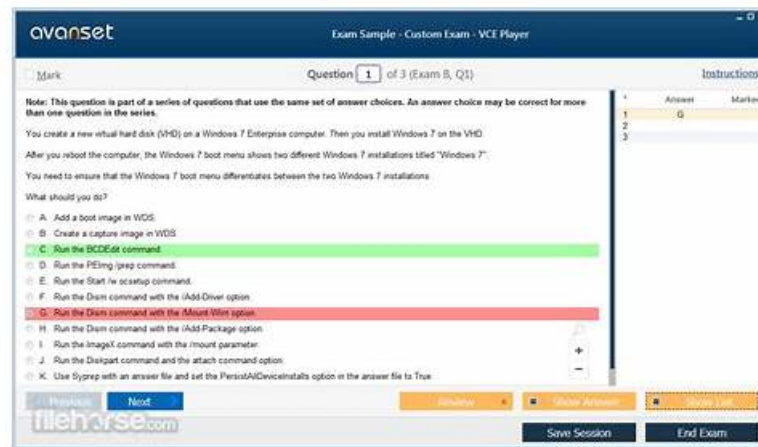


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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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 5	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 6	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 7	• 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 8	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q34-Q39):

NEW QUESTION # 34

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- A. base x business performance x individual performance
- B. base x (business performance x individual performance)
- **C. base x (business performance + individual performance)**
- D. base + (business performance + individual performance)

Answer: C

NEW QUESTION # 35

What is the difference between additive and multiplicative formulas for bonus calculation with respect to the impact of section weight, payout percent, and payout amount?

- **A. Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.**
- B. Additive formulas use section weights, whereas multiplicative formulas use payout percent.
- C. Additive formulas use payout percent, whereas multiplicative formulas use section weights.

Answer: A

NEW QUESTION # 36

A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?

- A. Dates earlier than program dates
- B. Dates later than program dates
- **C. Dates equal to the program dates**
- D. Dates should NOT be entered

Answer: C

NEW QUESTION # 37

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

Answer: A,B,E

NEW QUESTION # 38

What is the effect of proration rounding?

- A. Allows for the use of "point in time" salary calculations
- B. Rounds proration to a monthly value
- C. Changes start and/or end date used in BonusCalculation
- D. Forces proration to have X decimal places, where X is configurable

Answer: B

NEW QUESTION # 39

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