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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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.

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

NEW QUESTION # 25
In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- A. Imported from bonus plan
- B. Imported from goal management
- C. Imported from user data file
- D. Imported from employee history

Answer: C,D

NEW QUESTION # 26
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. Enable global eligibility rule.
- C. Configure multiple rules by EC entity for the program.
- D. Use Bonus Plan Eligibility.
- E. Include inactive employees.

Answer: C

NEW QUESTION # 27
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: C

NEW QUESTION # 28
Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% - revenue and operating Income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

- A. 150% x (4000 x 50% x (80% + 4000 x 50% x 90%
- B. 4000 x 50% x (80% x 50% + 90% x 50%) + 4000 x 50% x 150%
- C. 4000 x 150% x (80% x 50% + 90% x 50%)
- D. 4000 x 150% + 4000 x (80% x 50% + 90% x 50%)

Answer: B

NEW QUESTION # 29

Which of the following can be achieved using variable pay gates? Notes: There are 2 correct answers to this question.

- A. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is "Good" or better.
- B. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.
- C. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.
- D. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.

Answer: A,B

NEW QUESTION # 30

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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay certification exam is a valuable asset for beginners and seasonal professionals. If you want to improve your career prospects then C_THR87_2505 certification is a step in the right direction. Whether you're just starting your career or looking to advance your career, the C_THR87_2505 Certification Exam is the right choice. With the C_THR87_2505 certification you can gain a range of career benefits which include credibility, marketability, validation of skills, and access to new job opportunities.

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