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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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 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	• 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 5	• 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 6	• 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 7	• Business Goals and Goal Weights: This section of the exam measures skills of SAP Consultants in setting up business goals and assigning weights. It includes the alignment of goals with corporate strategy and their influence on individual or group bonus outcomes.
Topic 8	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q61-Q66):

NEW QUESTION # 61
What does the Enable Guideline Optimization setting do? Note: There are 2 correct answers to this question.

- A. It requires relaunching the form when guidelines are changed during mid-cycle.
- B. It locks the guideline rule settings so they are un-editable after form launch.
- C. It helps render the worksheet faster when there are more than 1,000 guideline formulas.
- D. It changes the guidelines so they are updated on the form immediately.

Answer: C,D

NEW QUESTION # 62
Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?

- A. The date the program ends
- B. The date the program begins
- C. The date published transactions are effective in Employee Central
- D. The date the system uses to pull data from Employee Central

Answer: D

NEW QUESTION # 63
Why might you use the check tool? Note: There are 2 correct answers to this question.

- A. To determine if custom fields are reloadable
- B. To determine if employees are assigned to an appropriate bonus plan
- C. To determine inactive planners in the hierarchy
- D. To determine if goal weights are equal to 100%

Answer: A,C

NEW QUESTION # 64
What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- A. Plan type
- B. Plan ID
- C. Plan number format
- D. Plan name

Answer: A,B,D

NEW QUESTION # 65
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 # 66
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