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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	• 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 3	• 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 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	• 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 (Q52-Q57):

NEW QUESTION # 52
Where do you set the display order of the business goals?

- A. Bonus plan file
- B. Business goals file
- C. Design Worksheet
- D. Business goal weights file

Answer: D

NEW QUESTION # 53
Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Employee History Overlaps report
- B. Bonus Payout Details report
- C. Employee History Gaps report
- D. Employee History report

Answer: C

NEW QUESTION # 54
You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

- A. Compensation profile
- B. Custom views
- C. Executive review
- D. Field-based permission

Answer: A

NEW QUESTION # 55

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

Answer: A,D,E

NEW QUESTION # 56

Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- A. Use a bonus plan multiplier of 200%.
- B. Use bonus plan caps.
- C. Use guidelines where the maximum is set to 200%.
- D. Use gates on business goals.

Answer: B

NEW QUESTION # 57

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