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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	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 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	• 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	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q62-Q67):

NEW QUESTION # 62

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Leave the Basis field blank when importing the employee history data file.
- B. Delete the Basis field header when importing the employee history data file.
- C. Configure the Basis field as a custom field in the background element.
- D. Configure the Basis field to be hidden in the background element.

Answer: D

NEW QUESTION # 63

What formula do you use to suppress statements?

- A. `if(finalPayout=0,"FALSE","TRUE")`
- B. `if(finalPayout=0,"")`
- C. `if(finalPayout=0,"Valid","Invalid")`
- D. `if(finalPayout=0, "Yes", "No")`

Answer: A

NEW QUESTION # 64

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 CANNOT pay more than 100% unless Revenue achieves above target.
- B. 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%.
- C. 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.
- D. 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.

Answer: C,D

NEW QUESTION # 65

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Calculate Bonus and Update worksheets.
- B. Delete the existing worksheet and then launch a new set.
- C. Update Goal Result and Update worksheets.
- D. Delete the user from their worksheet and add them back into the worksheet.

Answer: A

NEW QUESTION # 66

Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. Enable Suppress Statement
- B. All employees are eligible
- C. No employees are eligible
- D. Enable Guideline Optimization

Answer: B

NEW QUESTION # 67

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