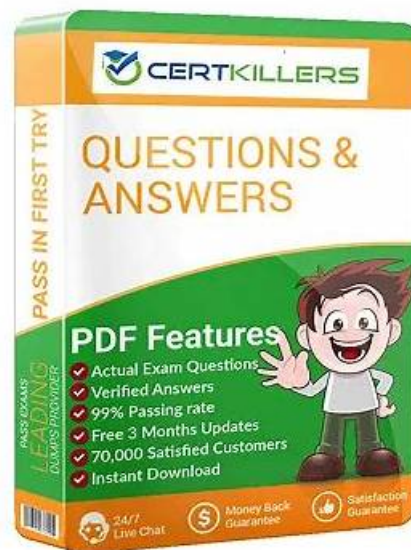


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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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.
Topic 5	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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.

>> Exam Sample C-THR87-2505 Questions <<

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q57-Q62):

NEW QUESTION # 57

What report requires that worksheets have been launched before it will show results?

- A. Business goal performance
- B. Employee history overlaps
- C. Bonus payout
- D. Employee history gaps

Answer: C

NEW QUESTION # 58

Which scenario requires the weights and mappings data file to be reimported?

- A. Update in bonus cap
- B. Change in eligibility rule criteria
- C. Update in an employee's assignment date
- D. Change in business goal name

Answer: D

NEW QUESTION # 59

Where do you define the payout function type?

- A. Business Goal Weights
- **B. Business Goals**
- C. Background Element
- D. Bonus Plan

Answer: B

NEW QUESTION # 60

What is the relationship between goal weights and bonus plans?

- A. All bonus plans must have equally weighted business goals.
- **B. Goals are uniquely weighted based on the bonus plan they are assigned to.**
- **C. Goal weights are required to equal 100% for each bonus plan.**
- D. Business goal weights must be created first, before bonus plans are created.

Answer: B,C

NEW QUESTION # 61

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

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

Answer: A

NEW QUESTION # 62

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