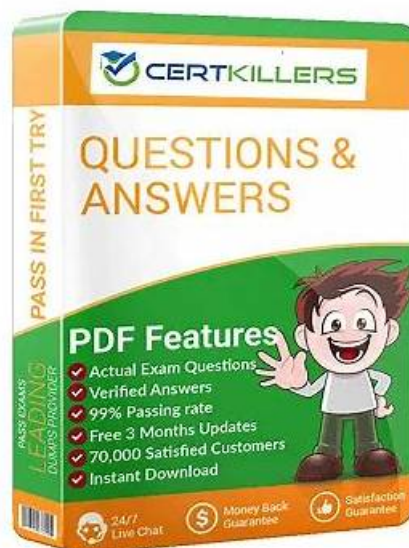


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C_THR87_2505 Questions



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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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 3	• 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 4	• 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 5	• 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 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.
Topic 7	• 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 8	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q60-Q65):

NEW QUESTION # 60

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- **A. Define the Business Unit field in the Variable Pay Background Element XML.**
- B. Import business unit data via the user data file.
- **C. Import business unit data via the employee history data file.**
- D. Define the Business Unit field as a department in the Succession Data Model XML.

Answer: A,C

NEW QUESTION # 61

What information should be entered into the varPayProgramName column of the employee history data file?

- A. The background element name
- **B. The plan template name**
- C. The variable pay objective plan ID
- D. The background type ID

Answer: B

NEW QUESTION # 62

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?



- A. Succession data model
- B. Variable Pay XML template
- C. Configure Label Names and Visibility
- D. Column Designer

Answer: B,D

NEW QUESTION # 63

What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

- A. Compensation profile
- B. Variable Pay individual view
- C. Bonus assignment letter
- D. Bonus forecast

Answer: C

NEW QUESTION # 64

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- B. 1
- C. 2

- Answer: B**

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