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Ultimate SAP C_THR87_2411 Exam Guide: Prepare for SF EC Payroll Certification

Comprehensive Exam Preparation for SAP C_THR87_2411: Sample Questions, Syllabus, and Study Resources

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The SAP SuccessFactors Variable Pay - Implementation Consultant (C_THR87_2411) Certification Guide is designed to help you succeed in the SAP C_THR87_2411 exam. This comprehensive document includes an overview of the exam, a breakdown of the C_THR87_2411 syllabus, key topics to study, and a set of sample questions modeled after real exam scenarios. Whether you're a student or a professional looking to advance your career with SAP SuccessFactors certification, this guide provides all the tools you need to prepare effectively. Get familiar with critical areas like Bonus Calculation Methods, Variable Pay Program Settings, and Employee History Data to ensure you're exam-ready.

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SAP C_THR87_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Calculation of Variable Pay: This section assesses the expertise of a Calculation Specialist in defining the methods used to compute variable pay amounts. It includes configuring formulas, thresholds, caps, and performance measures that influence payout calculations, ensuring accuracy and fairness.
Topic 2	• Configuring Variable Pay Templates: This part measures the skills of a Configuration Specialist and involves setting up variable pay templates that define the rules and parameters for various compensation plans. It addresses plan eligibility, calculation models, pay components, and the configuration necessary to tailor each plan to specific organizational needs.
Topic 3	• Plan Eligibility and Rules: This domain focuses on an Eligibility Analyst and covers determining which employees or groups qualify for specific variable pay plans. It details the configuration of eligibility criteria, such as job role, department, or performance metrics, to ensure appropriate targeting and compliance.
Topic 4	• Compliance and Security: This final section focuses on a Compliance Officer and covers ensuring that variable pay configurations adhere to legal, regulatory, and organizational policies. It includes managing data security, audit trails, and permission roles to protect sensitive compensation information.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q21-Q26):

NEW QUESTION # 21
What task can you complete in Configure Label Names and Visibility?

- A. Deactivate form sections.
- B. Create custom fields.
- C. Relabel employee history fields.
- D. Change field groups.

Answer: A

NEW QUESTION # 22
Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
- B. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- C. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match
- D. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates

Answer: B,D

NEW QUESTION # 23

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals - but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" - that is, the employee's attainment against that goal affects their bonus at the end of the year.

What is the best way to set this up without administrative intervention?

- A. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.
- B. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.
- C. Relevant goal performance is imported into each employee's Assignment History.
- D. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.

Answer: B

NEW QUESTION # 24

Your customer wants to use business goals in a Variable Pay program. Which actions are needed?
Note: There are 3 correct answers to this question.

- A. Upload the Business Goal XML template in Provisioning.
- B. Reference the Plan ID in the business goal data file.
- C. Update eligibility rules to include a bonus plan.
- D. Reference the Plan ID in the Bonus Plan file.
- E. Assign the Business Goal template to the Variable Pay program.

Answer: B,C,D

NEW QUESTION # 25

You have an Employee Central client who wants to calculate the basis, based on employee-specific data.
From which of the following areas can you get this data?
Note: There are 2 correct answers to this question.

- A. Pay Component non-recurring
- B. Job relationships
- C. Compensation information
- D. Job information

Answer: C,D

NEW QUESTION # 26

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