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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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	<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">• 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.
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C_THR87_2505 Exam Lab Questions & Valid C_THR87_2505 Test Notes

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q74-Q79):

NEW QUESTION # 74

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- A. Integer fields
- B. Percentage fields
- C. Boolean fields
- D. Text fields
- E. Float fields

Answer: A,D,E

NEW QUESTION # 75

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

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

Answer: A

NEW QUESTION # 76

In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer has multiple plan period date ranges.
- B. The customer has multiple sets of business goals.
- C. The customer is using multiple bonus calculation formulas.
- D. The customer has multiple route maps.

Answer: B

NEW QUESTION # 77

In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this

question.

- A. There are only two business goals, but the weighting of the goals varies by employee grade.
- B. In some countries, the bonus is multiplicative, while in others it is additive.
- C. The bonuses of different groups of employees are affected by different business goals.
- D. There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.

Answer: A,C

NEW QUESTION # 78

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 # 79

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