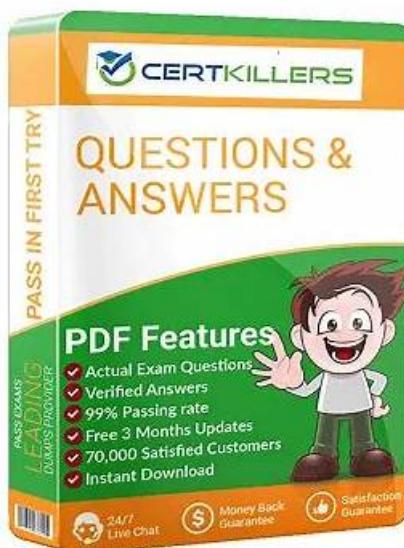


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## SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q81-Q86):

#### NEW QUESTION # 81

The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?



A screenshot of a SAP currency conversion table. The table has two columns: 'Currency' and 'Rate'. The data is as follows:

Currency	Rate
USD	0.6187
USD	1.0513
USD	93.0839
USD	0.6985
USD	6.827
CAD	
JPY	
EUR	
CNY	

- A. Functional and User
- B. Functional only
- C. Functional, User, and Planner
- D. Functional, User, Planner, and Any Currency

**Answer: A**

#### NEW QUESTION # 82

From where can you pull fields to assign business goals to employees through the business goals import file?

- A. Summary level custom reportable fields
- B. Employee history fields
- C. Bonus plan weights
- D. Summary level standard fields

**Answer: B**

#### NEW QUESTION # 83

Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A. Include inactive employees.
- B. Use Manager Form Eligibility.
- C. Enable global eligibility rule.

- D. Configure multiple rules by EC entity for the program
- E. Use Bonus Plan Eligibility.

**Answer: D**

#### **NEW QUESTION # 84**

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- A. Plan number format
- B. Plan ID
- C. Plan type
- D. Plan name

**Answer: B,C,D**

#### **NEW QUESTION # 85**

Where do you define the payout function type?

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

**Answer: C**

#### **NEW QUESTION # 86**

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