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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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 3	• 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 4	• 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.
Topic 5	• 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	• Reports and Reward Statements: This section of the exam evaluates the knowledge of Compensation Analysts in generating reports and reward statements. It focuses on tools for communicating results to stakeholders and visualizing data through templates and dashboards.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q66-Q71):

NEW QUESTION # 66
Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

- A. Add the Variable Pay Individual View to the Succession Data Model.
- B. Add the Variable Pay Individual View to the Variable Plan template.
- C. Select Display Live Profile View.
- D. Complete the Variable Pay forms.
- E. Configure the employee files.

Answer: A,B,C

NEW QUESTION # 67
How is goal payout determined when using the direct payout function type?

- A. Direct payout percentage will override normal performance payout calculation.
- B. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- C. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.
- D. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.
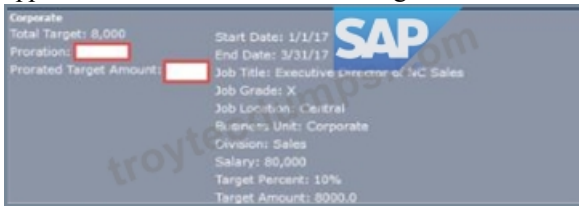
Answer: A

NEW QUESTION # 68
Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?

- A. notes
- B. directPayout
- C. payoutFunctionType
- D. payoutPercentTarget

Answer: D

NEW QUESTION # 69

A customer's variable pay program dates are January 1 to December 31, 2017. Given the screenshot below, what are the approximate Proration and Prorated Target Amount for this assignment?

- A. 75% and 6,000 respectively
- B. 25% and 6,000 respectively
- C. 75% and 2,000 respectively
- D. 25% and 2,000 respectively

Answer: D

NEW QUESTION # 70

Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Bonus Payout Details report
- B. Employee History report
- C. Employee History Gaps report
- D. Employee History Overlaps report

Answer: C

NEW QUESTION # 71

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