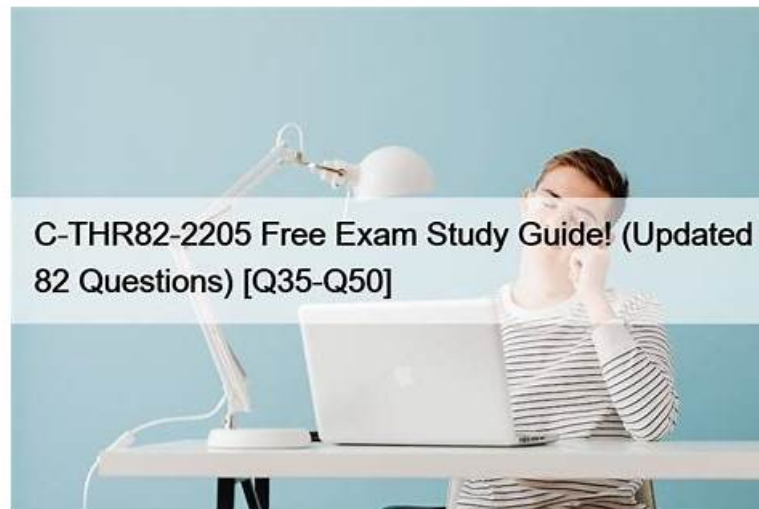


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SAP C-THR87-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Reporting and Analytics: This domain measures the skills of a Reporting Analyst and involves configuring reporting tools and analytics to monitor variable pay results, assess plan effectiveness, and provide insights to stakeholders for decision-making.
Topic 2	• Variable Pay Fundamentals and Strategy: This section targets an HR Compensation Specialist and covers the business concepts behind variable pay programs, including different types of variable pay (incentives, bonuses) and their strategic role in employee motivation and performance management. It includes understanding compensation structures and aligning them with organizational goals.
Topic 3	• Integration and Workflow Management: This part targets an Integration Coordinator and covers the integration of variable pay processes with other SAP SuccessFactors modules like Employee Central and Performance & Goals. It also includes managing workflows related to approvals, notifications, and data synchronization.
Topic 4	• 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 5	• 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.
Topic 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q28-Q33):

NEW QUESTION # 28

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?

The screenshot shows the 'Corporate' assignment details in SAP SuccessFactors. The 'Total Target' is 8,000. The 'Proration' field is highlighted with a red box and contains the value 25%. The 'Prorated Target Amount' field is also highlighted with a red box and contains the value 2,000. Other details include: Start Date: 1/1/17, End Date: 3/31/17, Job Title: Executive Director of NC Sales, Job Grade: X, Job Location: Central, Business Unit: Corporate, Division: Sales, and a target amount of 8000.0.

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

Answer: B

NEW QUESTION # 29

What task can you complete in Configure Label Names and Visibility?

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

Answer: B

NEW QUESTION # 30

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

Answer: B

NEW QUESTION # 31

Which of the following fields are connected to reserved fields in the Variable Pay Background Element?

Note: There are 3 correct answers to this question.

- A. Target Percentage
- B. Variable Pay Program Name
- C. Basis
- D. Salary
- E. Local Currency Code

Answer: B,C,E

NEW QUESTION # 32

Which of the following can be achieved using variable pay gates?

Notes: There are 2 correct answers to this question.

- A. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.
- B. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is "Good" or better.
- C. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.
- D. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.

Answer: A,B

NEW QUESTION # 33

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