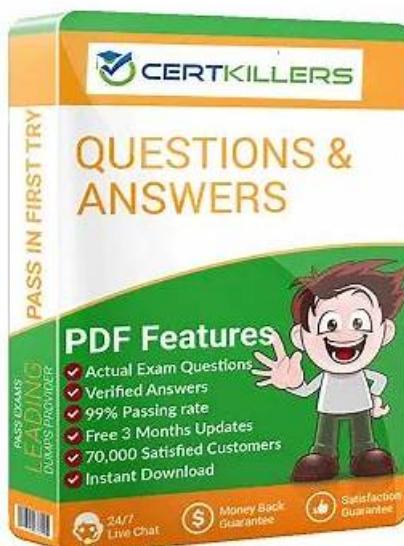


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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<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"> 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.
Topic 5	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q43-Q48):

NEW QUESTION # 43

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

- A. PM form start date <= Assignment start date. PM form end date <= Assignment end date
- B. PM form start date <= Assignment end date. Assignment start date <= PM form end date**
- C. PM form start date <= Assignment start date. Assignment start date >= PM form end date
- D. PM form start date >= Assignment end date. Assignment start date <= PM form start date

Answer: B

NEW QUESTION # 44

Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note: There are 2 correct answers to this question.

- A. Calculations**
- B. Reports**
- C. Guidelines
- D. Lookup values

Answer: A,B

NEW QUESTION # 45

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- A. base x (business performance + individual performance)**

- B. base x business performance x individual performance
- C. base x (business performance x individual performance)
- D. base + (business performance + individual performance)

Answer: A

NEW QUESTION # 46

What is the difference between additive and multiplicative formulas for bonus calculation with respect to the impact of section weight, payout percent, and payout amount?

- A. Additive formulas use section weights, whereas multiplicative formulas use payout percent.
- **B. Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.**
- C. Additive formulas use payout percent, whereas multiplicative formulas use section weights.

Answer: B

NEW QUESTION # 47

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

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

Answer: A

NEW QUESTION # 48

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