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#### SAP C\_THR87\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	<ul> <li>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.</li> </ul>
Topic 4	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 5

 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.

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q68-Q73):

#### **NEW QUESTION #68**

When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

- A. EC field mapping
- B. Rating type
- C. Performance management template name
- D. Effective date

#### Answer: B,D

#### **NEW QUESTION #69**

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

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

#### Answer: A,B,D

#### **NEW QUESTION #70**

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- A. Division
- B. Subtraction
- C. Multiplication
- D. Addition

#### Answer: C,D

### NEW QUESTION # 71

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

Answer: D

#### **NEW QUESTION #72**

How is goal payout determined when using the direct payout function type?

- A. Direct payout percentage will override normal performance payout calculation.
- B. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.
- C. The higher amount between the direct payout percentage and the performance maximum 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 #73**

Test Review

It never needs an internet connection. SAP SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay practice exam software has several mock exams, designed just like the real exam. SAP C THR87 2505 Practice Exam software contains all the important questions which have a greater chance of appearing in the final exam. VCEEngine always tries to ensure that you are provided with the most updated SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Exam Questions to pass the exam on the first attempt.

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