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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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.
Topic 3	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.
Topic 4	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 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	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q62-Q67):

NEW QUESTION # 62

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 Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.
- 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 entire business goal section will payout at 50% unless Customer Satisfaction is above target.
- 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: B,C

NEW QUESTION # 63

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

Answer: B

NEW QUESTION # 64

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

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

Answer: B,C,E

NEW QUESTION # 65

What is included in the Bonus Payout Details report? Note: There are 3 correct answers to this question.

- A. Payout guidelines for each employee
- B. Eligibility criteria for each employee
- C. Total pay items for each employee
- D. Multiple rows of payout for each employee
- E. Bonus calculation for each employee

Answer: B,D,E

NEW QUESTION # 66

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

- A. Reference the Plan ID in the Bonus Plan file.
- B. Update eligibility rules to include a bonus plan.
- C. Upload the Business Goal XML template in Provisioning.
- D. Reference the Plan ID in the business goal data file.
- E. Assign the Business Goal template to the Variable Pay program.

Answer: A,B,D

NEW QUESTION # 67

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