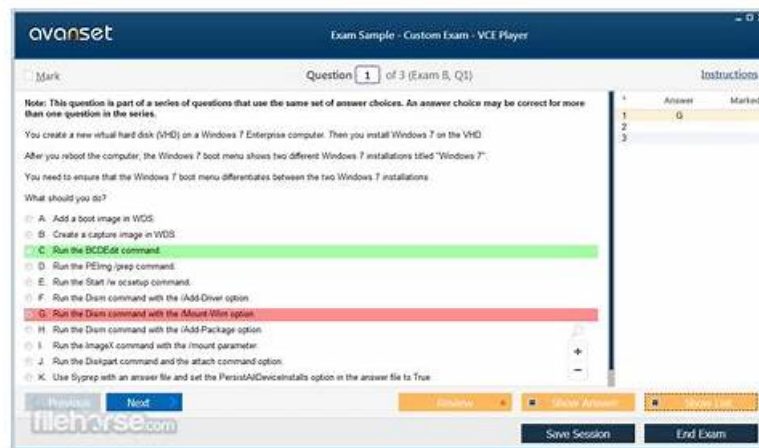


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SAP C_THR87_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	• 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 3	• 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 4	• Configuring Variable Pay Templates: This part measures the skills of a Configuration Specialist and involves setting up variable pay templates that define the rules and parameters for various compensation plans. It addresses plan eligibility, calculation models, pay components, and the configuration necessary to tailor each plan to specific organizational needs.
Topic 5	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q55-Q60):

NEW QUESTION # 55

Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

- A. Updating business goals
- B. Reloading the goal weights file
- C. Updating worksheets
- **D. Recalculating bonus data**

Answer: D

NEW QUESTION # 56

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Leave the Basis field blank when importing the employee history data file.
- B. Configure the Basis field as a custom field in the background element.
- C. Delete the Basis field header when importing the employee history data file.
- **D. Configure the Basis field to be hidden in the background element.**

Answer: D

NEW QUESTION # 57

How do you ensure that a planner enters an amount within a specific range?

- A. Enter values in the minimum/maximum columns on the business goals file.
- **B. Configure minimum/maximum guidelines in the plan setup.**
- C. Set min-max to display as guideline pattern.
- D. Create gates using performanceMin and performanceMax.

Answer: B

NEW QUESTION # 58

If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- A. Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.
- B. Use an MDF rule instead of importing eligibility rules.
- C. Create a rule in Manager Form Eligibility to include employees.
- D. Add employees to the history data file.

Answer: A,C

NEW QUESTION # 59

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Update Goal Result and Update worksheets.
- B. Calculate Bonus and Update worksheets.
- C. Delete the existing worksheet and then launch a new set.
- D. Delete the user from their worksheet and add them back into the worksheet.

Answer: B

NEW QUESTION # 60

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