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SAP C_IBP_2208 Certified Application Associate - SAP IBP for Supply Chain 1



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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q50-Q55):

NEW QUESTION # 50

Bonuses for all engineers at your client are calculated as follows: $\text{Basis (prorated salary} \times \text{bonus target)} \times \text{company achievement}$. Bonuses for all marketing staff at your client are calculated as follows: $\text{Basis} \times 50\% \text{ individual achievement} + 50\% \text{ company achievement}$. How can this be implemented? Note: There are 2 correct answers to this question.

- A. One variable pay program using $\text{Base} \times \text{Business Performance} \times \text{Individual Performance}$. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual.
- B. Two variable pay programs: one using $\text{Base} \times \text{Business Performance}$ and using $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. The additive plan uses one business goal section weighted at 50%
- C. One variable pay program that uses $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual
- D. One variable pay program that uses $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.

Answer: B,D

NEW QUESTION # 51

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

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

Answer: B,D

NEW QUESTION # 52

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields are mapped to import keys uploaded within the UDF and are editable.
- B. The fields use a custom calculation and are read-only.
- C. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- **D. The fields are mapped to import keys uploaded within the UDF and are read-only.**

Answer: D

NEW QUESTION # 53

What is the relationship between goal weights and bonus plans?

- **A. Goals are uniquely weighted based on the bonus plan they are assigned to.**
- **B. Goal weights are required to equal 100% for each bonus plan.**
- C. All bonus plans must have equally weighted business goals.
- D. Business goal weights must be created first, before bonus plans are created.

Answer: A,B

NEW QUESTION # 54

What information should be entered into the varPayProgramName column of the employee history data file?

- A. The variable pay objective plan ID
- **B. The plan template name**
- C. The background type ID
- D. The background element name

Answer: B

NEW QUESTION # 55

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