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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Торіс 1	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.
Торіс 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.
Торіс 3	 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 4	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 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.
Topic 6	 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 7	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 8	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q33-Q38):

NEW QUESTION #33

Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

- A. Select Display Live Profile View.
- B. Add the Variable Pay Individual View to the Succession Data Model.
- C. Configure the employee files.
- D. Add the Variable Pay Individual View to the Variable Plan template.
- E. Complete the Variable Pay forms.

Answer: A,B,D

NEW QUESTION #34

A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses

\$50,000, employees get 50% of their target payout. If the company loses \$100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Use the Direct Payout function type and load 40,000 as achievement.
- B. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
- C. Use the Direct Payout function type and load 100,000 as achievement.
- D. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100

Answer: D

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

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

Answer: A,B

NEW QUESTION #36

Which bonus plan configuration is available only when using an import file?

- A. Individual Section Weight
- B. Bonus Cap Percentage
- C. Team Section Weight
- D. Bonus Plan Name

Answer: B

NEW QUESTION #37

You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

- A. Compensation profile
- B. Executive review
- C. Field-based permission

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• D. Custom views

Answer: A

NEW QUESTION #38

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