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SAP C-THR87-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none"> • Compliance and Security: This final section focuses on a Compliance Officer and covers ensuring that variable pay configurations adhere to legal, regulatory, and organizational policies. It includes managing data security, audit trails, and permission roles to protect sensitive compensation information.
Topic 3	<ul style="list-style-type: none"> • Variable Pay Fundamentals and Strategy: This section targets an HR Compensation Specialist and covers the business concepts behind variable pay programs, including different types of variable pay (incentives, bonuses) and their strategic role in employee motivation and performance management. It includes understanding compensation structures and aligning them with organizational goals.
Topic 4	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q38-Q43):

NEW QUESTION # 38

Which of the following system-standard equations are considered to be multiplicative formulas? Note: There are 3 correct answers to this question.

- A. Base x (business performance + team performance + individual performance)
- B. Base x business performance x team performance x individual performance
- C. Base x business performance
- D. Base x business performance x individual performance
- E. Base x (business performance + individual performance)

Answer: B,C,D

NEW QUESTION # 39

Which scenario requires the weights and mappings data file to be reimported?

- A. Change in business goal name
- B. Change in eligibility rule criteria
- C. Update in bonus cap
- D. Update in an employee's assignment date

Answer: A

NEW QUESTION # 40

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

- A. PM form start date \geq Assignment end date
- B. PM form start date \leq Assignment start date

- C. PM form start date <= Assignment end date
- D. PM form start date <= Assignment start date

Answer: C

NEW QUESTION # 41

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

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

Answer: A

NEW QUESTION # 42

What is the relationship between goal weights and bonus plans?

- A. Goal weights are required to equal 100% for each bonus plan.
- B. Goals are uniquely weighted based on the bonus plan they are assigned to.
- 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

NEW QUESTION # 43

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