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Complete Guide to SAP C_THR87_2411 Exam Preparation

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Prepare for the SAP C_THR87_2411 certification exam with this comprehensive guide for SAP SuccessFactors Variable Pay - Implementation Consultant. This guide covers essential exam topics, including managing clean core, bonus calculation methods, eligibility, and variable pay program settings. Explore detailed sample questions, expert study tips, and reference materials to ensure you pass the SAP C_THR87_2411 exam with confidence.

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SAP C_THR87_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q30-Q35):

NEW QUESTION # 30

In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

- A. In some countries, the bonus is multiplicative, while in others it is additive.
- B. There are only two business goals, but the weighting of the goals varies by employee grade.
- C. There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.
- D. The bonuses of different groups of employees are affected by different business goals.

Answer: B,D

NEW QUESTION # 31

Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A. Enable global eligibility rule.
- B. Configure multiple rules by EC entity for the program.
- C. Include inactive employees.
- D. Use Bonus Plan Eligibility.
- E. Use Manager Form Eligibility.

Answer: B

NEW QUESTION # 32

The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

USD	GBP	0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD		6.827

- A. Functional, User, Planner, and Any Currency
- B. Functional only
- **C. Functional and User**
- D. Functional, User, and Planner

Answer: C

NEW QUESTION # 33

Which customer scenarios require the use of multiple variable pay programs? Note: There are 3 correct answers to this question.

- A. The customer is using different eligibility rules.
- **B. The customer is using a different plan period date range.**
- **C. The customer is using a different route map.**
- D. The customer has some employees in Employee Central and others in an external system.
- **E. The customer is using a different bonus calculation formula.**

Answer: B,C,E

NEW QUESTION # 34

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

Answer: B,C,D

NEW QUESTION # 35

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