

# **SAP C\_THR87\_2411 Reliable Exam Sims, C\_THR87\_2411 Valid Exam Guide**

## **Ultimate SAP C\_THR87\_2411 Exam Guide: Prepare for SF EC Payroll Certification**

Comprehensive Exam Preparation for SAP C\_THR87\_2411: Sample Questions, Syllabus, and Study Resources

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The SAP SuccessFactors Variable Pay - Implementation Consultant (C\_THR87\_2411) Certification Guide is designed to help you succeed in the SAP C\_THR87\_2411 exam. This comprehensive document includes an overview of the exam, a breakdown of the C\_THR87\_2411 syllabus, key topics to study, and a set of sample questions modeled after real exam scenarios. Whether you're a student or a professional looking to advance your career with SAP SuccessFactors certification, this guide provides all the tools you need to prepare effectively. Get familiar with critical areas like Bonus Calculation Methods, Variable Pay Program Settings, and Employee History Data to ensure you're exam-ready.

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## SAP C\_THR87\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q65-Q70):

### NEW QUESTION # 65

The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

userid	varPayEmpHistData	startDate	endDate	varPayProgramName	division	department	country	payGrade	jobTitle
1	varPayEmpHistData	01/01/2015	01/31/2015	July Var Pay	Manufacturing	Production FR	FRA	GR-10	Assembly Manager
100009	varPayEmpHistData	01/01/2014	01/31/2014	July Var Pay	Corporate Services	Talent Acquisition US	USA	GR-08	Recruiting Manager
100052	varPayEmpHistData	10/12/1996	01/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst Lead
100083	varPayEmpHistData	01/01/2014	01/31/2014	July Var Pay	Corporate Services	Employee Development US	USA	GR-08	Development Manager
100093	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst
100095	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Program Manager
100096	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Quality Assurance US	USA	GR-06	Inspector
100097	varPayEmpHistData	01/01/2015	02/01/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
100097	varPayEmpHistData	02/02/2015	12/31/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
100097	varPayEmpHistData	03/07/2015	12/31/2015	July Var Pay	Manufacturing	Production DE	DEU	GR-08	Capacity Planning Manager
100112	varPayEmpHistData	01/01/1996	09/29/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100112	varPayEmpHistData	09/30/2015	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100113	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Manufacturing	Production US	USA	GR-03	Executive Assistant
100115	varPayEmpHistData	10/17/2012	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	VP Operations
100135	varPayEmpHistData	10/03/2011	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-16	President United States
100152	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Compensation and Benefits US	USA	GR-08	Compensation Manager
100173	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-03	Executive Assistant to the President

- A. The endDate column is in mm/dd/yyyy format.
- B. The country column shows a code rather than a label.
- C. The basis column is using commas.
- D. The tgtPct column is using decimals.

**Answer: C**

### NEW QUESTION # 66

Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

- A. Business goals data file
- **B. Bonus plan data file**
- C. User data file
- **D. Employee history data file**

**Answer: B,D**

#### **NEW QUESTION # 67**

Assume a starting point of "All employees are eligible" and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Eligibility Rules?

- A. To include inactive users as part of the payout calculation
- **B. To exclude employees who have given their notice from the Variable Pay form**
- C. To include inactive users as part of the Variable Pay form
- D. To exclude employees who have given their notice from the bonus payout calculation

**Answer: B**

#### **NEW QUESTION # 68**

Manager form eligibility rules are written to exclude employees in specific business units.

Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. Enable Suppress Statement
- **B. All employees are eligible**
- C. No employees are eligible
- D. Enable Guideline Optimization

**Answer: B**

#### **NEW QUESTION # 69**

Your customer, who has offices in the US and Germany, has the following two bonus schemes:

- \* Revenue Enabling Bonus
- \* Revenue Generating Bonus

US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results".

US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany.

What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- B. 1
- **C. 2**
- D. 3

**Answer: C**

#### **NEW QUESTION # 70**

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