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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 elan 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 | <ul style="list-style-type: none">Integration and Workflow Management: This part targets an Integration Coordinator and covers the integration of variable pay processes with other SAP SuccessFactors modules like Employee Central and Performance & Goals. It also includes managing workflows related to approvals, notifications, and data synchronization. |
| Topic 2 | <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. |

| | |
|---------|--|
| Topic 3 | <ul style="list-style-type: none"> 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 4 | <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 5 | <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 6 | <ul style="list-style-type: none"> 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. |

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q41-Q46):

NEW QUESTION # 41

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

Answer: B,D,E

NEW QUESTION # 42

Which of the following can be achieved using variable pay gates? Notes: There are 2 correct answers to this question.

- A. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.
- B. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.
- C. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is "Good" or better.
- D. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.

Answer: B,C

NEW QUESTION # 43

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

Answer: A,B,E

NEW QUESTION # 44

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- A. base + (business performance + individual performance)
- B. base x business performance x individual performance
- C. base x (business performance x individual performance)
- D. base x (business performance + individual performance)

Answer: D

NEW QUESTION # 45

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?



- A. Succession data model
- B. Variable Pay XML template
- C. Configure Label Names and Visibility
- D. Column Designer

Answer: B,D

NEW QUESTION # 46

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