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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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.

Topic 3	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 4	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.
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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q16-Q21):

NEW QUESTION # 16

Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note: There are 3 correct answers to this question.

- A. Salary
- B. Local Currency Code
- C. Variable Pay Program Name
- D. Basis
- E. Target Percentage

Answer: B,C,D

NEW QUESTION # 17

Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.

- A. ifid1
- B. vfid5
- C. dfid1
- D. ffid1

Answer: B,D

NEW QUESTION # 18

Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Bonus Payout Details report
- B. Employee History report
- C. Employee History Overlaps report
- D. Employee History Gaps report

Answer: D

NEW QUESTION # 19

You are implementing an Employee Central-integrated Variable Pay template. The employee has 3 assignment records pulled from Employee Central, each with start and end dates within the bonus period, resulting in NO gaps or overlaps. What is the impact of the 3 assignment records on the payout?

- A. The last record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- B. Each record is considered when the employee's bonus payout is calculated and the bonus is prorated based on the dates

of each record.

- C. Each record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- D. The first record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.

Answer: B

NEW QUESTION # 20

Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- A. Bonus Assignment Statement
- B. Variable Pay Individual View
- C. Personal Compensation Statement Notification
- D. Combined Rewards Statement
- E. Variable Pay Rewards Statement

Answer: C,D,E

NEW QUESTION # 21

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