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In informative level, we should be more efficient. In order to take the initiative, we need to have a strong ability to support the job search. And how to get the test C-THR87-2411 certification in a short time, which determines enough qualification certificates to test our learning ability and application level. We hope to be able to spend less time and energy to take into account the test C-THR87-2411 Certification, but the qualification examination of the learning process is very wasted energy, so how to achieve the balance? The C-THR87-2411 exam prep can be done to help you pass the C-THR87-2411 exam.

SAP C-THR87-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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 4	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 5	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 (Q37-Q42):

NEW QUESTION # 37

A customer's variable pay program dates are January 1 to December 31, 2017. Given the screenshot below, what are the approximate Proration and Prorated Target Amount for this assignment?

The screenshot shows the SAP SuccessFactors Variable Pay assignment details for an employee. The employee's name is Corporate. The Total Target is 8,000. The Proration is 25%. The Prorated Target Amount is 2,000. The Start Date is 1/1/17 and the End Date is 3/31/17. The Job Title is Executive Director of NC Sales, Job Grade is X, Job Location is Central, and Business Unit is Corporate. The SAP logo is visible in the bottom right corner.

- A. 25% and 6,000 respectively
- B. 75% and 6,000 respectively
- C. 75% and 2,000 respectively
- D. 25% and 2,000 respectively

Answer: D

NEW QUESTION # 38

How would you assign the same business goal to all employees in a non-EC integrated plan?

- A. Use a common field value for all employees in the employee history file.
- B. Use the correct performance management form template.
- C. Use the Manage Employee grouping.
- D. Use the user ID of each employee in the business goals file.

Answer: A

NEW QUESTION # 39

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

Answer: B,C,E

NEW QUESTION # 40

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- A. Plan number format
- B. Plan name
- **C. Plan ID**
- D. Plan type

Answer: C

NEW QUESTION # 41

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals - but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" - that is, the employee's attainment against that goal affects their bonus at the end of the year.

What is the best way to set this up without administrative intervention?

- A. Relevant goal performance is imported into each employee's Assignment History.
- **B. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.**
- C. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.
- D. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.

Answer: B

NEW QUESTION # 42

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