

Exam Code: C_THR87_2505

**Exam Name | SAP SAP Certified Associate - Implementation Consultant -
SAP SuccessFactors Variable Pay**

Total No. of Questions: 80

Passing Percentage: 60%

Exam Duration: 180 Minutes.



Question 1

Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- A. Use bonus plan caps.
- B. Use a bonus plan multiplier of 200%.
- C. Use gates on business goals.
- D. Use guidelines where the maximum is set to 200%

Answer A

Question 2

A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?

- A. Use MDF rule instead of imported eligibility rule
- B. Enable Suppress Statement
- C. Hybrid template
- D. Enable Guideline Optimization

Answer 2

Question 3

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. Enable Guideline Optimization
- D. No employees are eligible

Answer B

Question 4

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- A. Subtraction
- B. Multiplication
- C. Division
- D. Addition

Answer B D

Question 5

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- A. Import business unit data via the employee history data file.
- B. Define the Business Unit field as a department in the Succession Data Model XML.
- C. Define the Business Unit field in the Variable Pay Background Element XML.
- D. Import business unit data via the user data file.

Answer A C

