

[Q20-Q43 Latest C_THR87_2105 Exam with Accurate SAP Certified Application Associate - SAP SuccessFactors Variable Pay 1H/2021 PDF Questions [Jun 11, 2022

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Practice To C_THR87_2105 - Actualtests4sure Remarkable Practice On your SAP Certified Application Associate - SAP SuccessFactors Variable Pay 1H/2021 Exam

SAP SF Variable Pay Certification Exam Topics:

Topic AreasTopic Details, Courses, BooksWeightingIntegration ScenariosDefine scope and different integration projects involving Employee Central; integrate a Variable Pay plan. THR80 (SUCCESSFACTORS HCM SUITE)

THR87 (SUCCESSFACTORS HCM SUITE)

Variable Pay Implement Guide8% - 12%Reports and Reward StatementsDefine Bonus payout report, details report, the different validation reports, varpay audit report, and generate reward statement. THR80 (SUCCESSFACTORS HCM SUITE)

THR87 (SUCCESSFACTORS HCM SUITE)

Variable Pay Implement Guide8% - 12%Business Goals and Goal WeightsDefine business goals and weights, configure varpay goal plan template, and create the business goals and weights files. THR80 (SUCCESSFACTORS HCM SUITE)

THR87 (SUCCESSFACTORS HCM SUITE)

Variable Pay Implement Guide> 12% Variable Pay FormDescribe the different form sections; configure label names and visibility; add number format rule; configure column designer and define assignment level custom fields. THR80 (SUCCESSFACTORS HCM SUITE)

THR87 (SUCCESSFACTORS HCM SUITE)

Variable Pay Implement Guide8% - 12%Bonus PlansDefine and create a bonus plan. THR80 (SUCCESSFACTORS HCM SUITE)

THR87 (SUCCESSFACTORS HCM SUITE)

Variable Pay Implement Guide< 8%Employee History Data and Background ElementConfigure Variable Pay background element and Employee History data file; define the relationship between the background element and employee history data file, as well as the importance of assignment dates; create basis using custom formula and add field to the background element; upload Employee history data file and update Employee history data file. THR80 (SUCCESSFACTORS HCM SUITE)

THR87 (SUCCESSFACTORS HCM SUITE)

Variable Pay Implement Guide> 12%

C_THR87_2105 Exam Certification Details:

Level: Associate Cut Score: 60% Languages: English Exam: 80 questions Duration: 180 mins Sub-solution: SuccessFactors

NO.20 Which of the following statements provide a description of Guidelines? There are 2 correct answers to this question

- * Guidelines can be configured to be based on five custom fields
- * Guidelines are used only for Individual and Team components of bonus calculation
- * Hard Limit set in guidelines can be overridden
- * Guidelines can use multiple criteria

NO.21 Which configuration options are offered by the column designer? There are 2 correct answers to this question.

- * Create number format rules
- * Specify columns and column order
- * Hide sections
- * Create custom fields

NO.22 The customer wants to include Country as a field in the employee history data file, but does not want it to be visible on the form. Which syntax in the background element will meet this requirement? Please choose the correct answer.

- * `<data-field id=#8221;country#8221; field-name=#8221;vfid14#8243; hidden=#8221;true#8221; max-length=#8221;4000#8243; max-file-size-KB=#8221;1000#8243;> Q <label/> Country</label> <data-field`
- * `<data-field id=#8221;country#8221; field-name=nfid1 #8220;hidden=#8221;true#8221; max-length=#8221;4000#8243; max-file-size-KB=#8221;1000#8243;> yj Q <label/> Country</label> </data-field>`
- * `<data-field id=#8221;country#8221; field-name=#8221;wfid5#8243; hidden=#8221;true#8221; max-length=#8221;4000n max-file-size-KB=,1000#8243;> <label/>Country</labels> #8216; <data-field`
- * `data-field id=#8221;country#8221; field-name=Vide#8221; hidden=#8221;true#8221; max-length=#8221;4000#8243; max-file-size-KB=#8221;1000#8243;> <label/>Country</label/> <data-field`

NO.23 Eligibility file is linked to which import files? Please choose the correct answer.

- * Employee history data file
- * Business goals data file
- * User data file
- * Bonus plan data file

NO.24 Which feature allows employees to view their individual bonus results even if variable pay forms are still in-progress?

- * Live profile visibility
- * Individual preview
- * Bonus forecast
- * Compensation profile

NO.25 Your customer wants to round to the nearest tenth for money fields. Which rounding rules can you use? There are 2 correct answers to this question.

- * #####, 0
- * ###, 000
- * #, ###, #
- * ###, ###

NO.26 In which situation does an employee need to be moved between worksheets? Please choose the correct answer.

- * Change of HR manager
- * Change of bonus plan assignment
- * Change of performance period
- * Change of reporting manager

NO.27 Customer variable pay program dates are January 1 to December 31, 2014. Given the screenshot below, what are proration and prorated target amount? Please choose the correct answer.

- * 25% and 6000 respectively
- * 25% and 2000 respectively
- * 75% and 6000 respectively
- * 75% and 2000 respectively

NO.28 A new employee history file was reimported and the old employee history data is deleted. To update the form, which of the following activities do you need to do?

There are 2 correct answers to this question.

- * Run calculate bonus payout
- * Delete old worksheets
- * Launch new worksheets
- * Update all worksheets

NO.29 Company ABC rewards its sales employees based on company and individual performance. An employee's individual performance is worth 80% of the total payout and business goals are worth 20% of the total payout. The business goals are corporate revenue, weighted 40% and corporate operating income amount, weighted 60%. The employee target bonus is

\$1,000.

Corporate revenue amount 50%

Corporate operating income amount 100%

Target Individual Amount 120%

What is the final bonus payout amount?

Please choose the correct answer.

- * \$960
- * \$1,120
- * \$1,000
- * \$1,160

NO.30 What must be considered for custom basis formulas? There are 2 correct answers to this question.

- * The custom formula must use fields from the employee history file
- * The basis field (Field type ffl) must be used to define the custom formula.
- * The custom formula must use fields from the user data file
- * Fields to be used in the custom formula must be defined as ffl or ifl fields

NO.31 Which use case requires a custom reward statement? Please choose the correct answer.

- * Customer would like to combine information from two variable pay programs in one reward statement
- * Customer would like to combine information from compensation plan and variable pay program in one reward statement

- * Customer would like to include multiple sections on the reward statement
- * Customer would like to include multiple logos on the reward statement.

NO.32 Based on the Eligibility rule in the following screenshot, which employees are eligible for bonus plan B1?

Please choose the correct answer.

- * All employees from division D1 with department T1 AND all employees from division D2 with job role J1
- * All employees from division D1 OR D2 OR department T1 OR with job role J1
- * All employees from division D1 OR D2 with department T1 AND job role J1.
- * All employees from division D1 AND D2 with department T1 OR job role J1

NO.33 The employee history data file import process was completed but returned with errors. Given the image below, which column is causing the error message?

- * The endDate column
- * The salary column
- * The basis column
- * The tgtpct column

NO.34 Which parameters can you use in the 'Based On Budget Calculation' section for Variable Pay Program?

There are 3 correct answers to this question.

- * Results
- * Group
- * Template
- * Forecast
- * User

NO.35 Which sequence should be followed for bonus forecast to work? Please choose the correct answer.

- * Upload weights and mappings file] Upload goals file Create bonus forecast
- * Upload Goals file Create bonus forecast] Upload weights and mapping file Upload goals file
- * Upload goals file] Upload weights and mappings file Create bonus forecast
- * Create bonus forecast] Upload Goals file Upload weights and mappings file

NO.36 Which feature allows employees to view their individual bonus results even if variable pay forms are still in-progress? Please choose the correct answer.

- * Bonus forecast
- * Live profile visibility
- * Individual preview
- * Compensation profile

NO.37 Your customer uses the non-assignment based rating (non-ABR) template. Which sections are used to add assignment-level custom fields?

- * Team section
- * Individual section
- * Business section
- * Employee history data section
- * Entry level section

NO.38 In order to assign employees to a bonus plan, what relationships must be maintained?

- * Assign the eligibility rule to a look up field in bonus plan data file
- * Assign the eligibility rule to a look up field in Eligibility data file

- * Use a lookup field in the employee history data file
- * Use a lookup field in the user data file

NO.39 Which of the following are acceptable fields to be used in suppressing statements? There are 2 correct answers to this question.

- * Formula fields with Boolean result `“TRUE”` or `“FALSE”` value
- * Custom string fields only
- * Formula fields with Boolean result `“YES”` or `“NO”` value
- * Standard string fields only

NO.40 Which report can be generated only after worksheets have been launched? Please choose the correct answer.

- * Business goal Performance
- * Bonus Payout Details
- * Employee History Gaps
- * Bonus Payout

NO.41 Your customer has the following bonus plan eligibility requirements:

- Hire date is on or before `“8th Sept 2015”`
- Business unit is equal to `“HR”` or location is equal to `“East”`; Which option can be used to fulfil this requirement? Please choose the correct answer.
 - * Use bonus plan data file import
 - * Use configure business rules
 - * Use compensation eligibility rules
 - * Use eligibility rule data file import

NO.42 How do you ensure that a planner enters an amount within specific range?

Please choose the correct answer.

Response:

- * Create gates using performanceMin and performanceMax
- * Enter values in the minimum / maximum columns on the businessgoals file
- * Configure minimum / maximum guidelines in the plan set up.
- * Configure the min / max in the `<comp-guideline-pattern>` in the XML

NO.43 According to the translation workbook, you need to translate all labels of fields. Which tools can you use?

There are 2 correct answers to this question.

- * Company settings
- * Variable pay programXML template
- * Column Designer
- * Manage plan details

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