

# C\_THR87\_2105<sup>Q&As</sup>

SAP Certified Application Associate - SAP SuccessFactors Variable  
Pay 1H/2021

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**QUESTION 1**

Which field changes in the employee history editor require a recalculation of the bonus payout to update ex Please choose the correct answer.

- A. Assignment Dates
- B. Payout percent
- C. User name
- D. Basis

Correct Answer: A

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**QUESTION 2**

Which feature allows employees to view their individual bonus results even if variable pay forms are still in-progress?

- A. Live profile visibility
- B. Individual preview
- C. Bonus forecast
- D. Compensation profile

Correct Answer: A

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**QUESTION 3**

Which steps are necessary to activate the variable pay individual view? There are 3 correct answers to this question.

- A. Configure employee files
- B. Add variable pay individual view to succession data model
- C. Add variable pay individual view to variable plan template
- D. Select display live profile view after form creation
- E. Complete variable pay forms

Correct Answer: ABD

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**QUESTION 4**

By default bonus forecasting results can be grouped into which categories? There are 2 correct answers to this question.

- A. Planners
- B. Country
- C. Job code
- D. Department

Correct Answer: BD

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## QUESTION 5

Your Customer wants to use its business units to assign goal achievements. To set up this requirement, what do you need to do? Please choose the correct answer.

- A. Import data via User Data File(UDF)
- B. Define business units field as department in succession data model XML
- C. Define business units field in the variable pay background element XML
- D. Import data via Employee History data file

Correct Answer: D

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