

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

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

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**QUESTION 1**

Besides "Choose Bonus Plan", what are the other options for calculating the bonus payout? There are 2 correct answers to this question.

- A. By manager
- B. By employee
- C. By department
- D. By PM form type

Correct Answer: AB

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**QUESTION 2**

According to translation workbook, you need to translate all labels of fields. Which tools do you use? There are 2 correct answers to this question.

- A. Manage plan details
- B. Variable pay program XML template
- C. Plan setup advanced settings
- D. Column Designer

Correct Answer: AB

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**QUESTION 3**

Which of the following statements provide a description of Guidelines? There are 2 correct answers to this question.

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

Correct Answer: AC

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**QUESTION 4**

Your customer uses Business Goals in a Variable Pay Program. All the necessary configuration is completed.

You have launched the Variable Pay worksheet and the observed Bonus Payout is calculated correctly but Business

Goals do not appear in the worksheet.

With all necessary permissions given, which file do you need to check? Please choose the correct answer

- A. Business Goals import file
- B. Business Goal XML file
- C. Variable Pay Program XML file
- D. Business Goal Weights import file

Correct Answer: D

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## QUESTION 5

Which of the following are acceptable fields to be used in suppressing statements? There are 2 correct answers to this question.

- A. Formula fields with Boolean result "TRUE" or "FALSE" value
- B. Custom string fields only
- C. Formula fields with Boolean result "YES" or "NO" value
- D. Standard string fields only

Correct Answer: AB

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