

C_THR87_2105^{Q&As}

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

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QUESTION 1

Why would you use the background element for variable pay? Please choose the correct answer.

- A. To define the fields for employee history data file
- B. To define the fields for business goals file
- C. To define the fields of variablepay portlet in employee profile
- D. To define the fields for bonus plan file

Correct Answer: A

QUESTION 2

This feature allows managers and employees to see an individual employee view of the Variable Pay bonus plan. Please choose the correct answer

- A. Live profile visibility
- B. Field-Based permission
- C. Role-Based permission
- D. Configure label names and visibility

Correct Answer: A

QUESTION 3

What information does the override report provide? Please choose the correct answer

- A. Employees who have an amount entered which varies from the default guideline amount
- B. Employees who have an amount entered in the field total Final Payout
- C. Employees who have the section percent values modified from the default
- D. Identify employees who were moved based on the advanced setting of "Do not override manually updated employees"

Correct Answer: B

QUESTION 4

Which column in the Eligibility file is used to connect to Bonus Plans? Please choose the correct answer.

- A. Field column

- B. Eligibility only connects to business goals
- C. Value column
- D. Rule Id column

Correct Answer: D

QUESTION 5

Which variable pay feature ensures that the minimum level of funding is achieved before there is a final payout?

Please choose the correct answer.

- A. Performance minimum
- B. Team guidelines
- C. Individual guidelines
- D. Business goal gates

Correct Answer: D

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