C_THR87_2105^{Q&As}

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

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QUESTION 1

The employee history data file import process was completed but returned with errors. Given the image below, which column is causing the error message?

A. The end Date column

B. The salary column

C. The basis column

D. The tgtpct column

Correct Answer: C

QUESTION 2

Given the image below, Which employee gets all three bonus plans? Please choose the correct answer.

A. JLo1

B. mhoff1

C. rmaxx1

D. smormony1

Correct Answer: C

QUESTION 3

Which file is used to assign weight to business goals relative to the bonus plan they are included to? Please choose the correct answer.

A. Eligibility file

B. Bonus plans

C. Business goal weights file

D. Business Goals file

Correct Answer: D

QUESTION 4

In which situation does an employee need to be moved between worksheets? Please choose the correct answer.

A. Change of HR manager

B. Change of reporting manager

C. Change of performance period

D. Change of bonus plan assignment

Correct Answer: D

QUESTION 5

Given the image below , Which employee get all three bonus plans?

A. smormony

B. mhofff

C. JLo1

D. rmaxxl

Correct Answer: D

QUESTION 6

What are the required fields in the eligibility data file? There are 2 correct answers to this question.

A. Value

B. Plan ID

C. Eligibility Rule

D. Rule ID

Correct Answer: AD

QUESTION 7

Which option can be used if you want end-of-year salary to be the bonus basis? Please choose the correct answer.

A. Use a lookup table

B. Calculate basis using custom formula

C. Import basis from UDF

D. Import basis from Employee History data file

Correct Answer: C

QUESTION 8

Which setting must remain consistent when configuring variable pay background elements? There are 2 correct answers to this question.

A. Target bonus amount must always use "basis" as data fieldID

B. Type ID must always be 24

C. Background element ID must always start with "varPayEmpHistData"

D. The assignment dates and the program dates must be identical

Correct Answer: AC

QUESTION 9

In which file do you include forecasted data for what-if scenarios? Please choose the correct answer.

A. Bonus plans

B. Weights and mappings

C. Business goals

D. Employee history

Correct Answer: D

QUESTION 10

This feature allows administrator to restrict field visibility to certain roles. Please choose the correct answer.

A. Field grouping

B. Field-Based permission

C. Field restriction is not supported

D. Read only function in Column Designer

Correct Answer: B

QUESTION 11

Which budget types can you set up in variable pay? There are 3 correct answers to this question.

A. Results budget

B. Target budget

C. Allocated budget

D. Forecast Budget

E. Modellingbudget

Correct Answer: ADE

QUESTION 12

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

QUESTION 13

A customer does not want the basis to be prorated. In the employee history data file, what dates must the customer enter? Please choose the correct answer.

A. Dates equal to the program dates

B. Dates later than program dates

C. Dates earlier or equal to program dates

D. Dates earlier than program dates

Correct Answer: C

QUESTION 14

You imported the Employee History Data file. The import job was completed with the status "failure record". What needs to be checked in the Employee History Data file?

A. User ID

B. Variable Pay Program ID

C. User name

D. Variable Pay Program Name

Correct Answer: AD

QUESTION 15

Which field can be updated using only the bonus plan import file? Please choose the correct answer.

A. Associate Type

B. Eligibility Rule

C. Cap Percent

D. Pool Identifier

Correct Answer: B

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