

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

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

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**QUESTION 1**

How are business goals cascaded to employees? Please choose the correct answer.

- A. Business goal uses fields from Employee History file as look-up attributes
- B. Business goals come from Performance Management forms
- C. Eligibility file contains the look-up attributes to cascade goals to employees
- D. Bonus Plan defines which goals are assigned to bonus plan

Correct Answer: A

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**QUESTION 2**

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 3**

Which scenario requires weights and mappings data file to be imported? There are 3 correct answers to this question.

- A. Change in goal display order
- B. Change in bonus plan
- C. Change in eligibility rule
- D. Change in look up field
- E. Change in business goal

Correct Answer: CDE

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**QUESTION 4**

There are 3 correct answers to this question.

- A. Allocated budget
- B. Forecast Budget
- C. Modeling budget
- D. Results budget
- E. Target budget

Correct Answer: BCD

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**QUESTION 5**

An employee appears on a variable pay form with greyed out data. Why does this occur? There are 2 correct answers to this question.

- A. PM forms for the employee are missing.
- B. The status of the employee is "inactive".
- C. The employee was excluded, according to the Manage Form eligibility rule.
- D. The employee is missing in the Employee History data file.

Correct Answer: CD

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**QUESTION 6**

One example of a bonus calculation formula is base multiplied by individual performance What does Base indicates? Please choose the correct answer.

- A. Bonus Target amount
- B. Bonus payout percentage
- C. Bonus Actual Amount
- D. Bonus section weight

Correct Answer: B

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**QUESTION 7**

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

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

Correct Answer: D

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## QUESTION 8

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

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## QUESTION 9

Which parameters can you use in the "Based On Budget Calculation" section for Variable Pay Program? There are 3 correct answers to this question.

- A. Results
- B. Group
- C. Template
- D. Forecast
- E. User

Correct Answer: BCE

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## QUESTION 10

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 11

Which feature allows employees to view their individual bonus results even if variable pay forms are still in-progress? Please choose the correct answer.

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

Correct Answer: B

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## QUESTION 12

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.

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

Correct Answer: CD

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## QUESTION 13

This file defines the display order of business goals on the form. Please choose the correct answer.

- A. Bonus Plan
- B. Goal weights file
- C. Employee History Data
- D. Business Goals file

Correct Answer: B

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## QUESTION 14

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

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## QUESTION 15

Why would you need to use multiple bonus plans? There are 3 correct answers to this question.

- A. Different Bonus plan caps
- B. Different Business Goals weights
- C. Different set of business goals
- D. Different Bonus eligibility rules
- E. Different Bonus Achievement calculations

Correct Answer: ABC

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