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C_THR87_2211 Exam

Certified Application Associate - SAP SuccessFactors Variable Pay 2H/2022

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Questions & Answers

Version: 4.0

Question: 1

Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees. What data is processed?

A. Data for all employees when the option "Import file contains assignment history for all employees" is checked
B. Data for employees who are in the administrator's dynamic group
C. Data for employees who are in the administrator's target population
D. Data for all employees when the option "Delete all existing records prior to importing new data" is checked

Answer: D

Question: 2

Assume a starting point of “All employees are eligible” and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Eligibility Rules?

A. To include inactive users as part of the payout calculation
B. To exclude employees who have given their notice from the Variable Pay form
C. To exclude employees who have given their notice from the bonus payout calculation
D. To include inactive users as part of the Variable Pay form

Answer: C

Question: 3

A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

A. 1
B. 4
C. 2
D. 3

Answer: D

Question: 4

Which Variable Pay report shows employees that have less than the full plan year of eligibility?

A. Employee History Overlaps report
B. Employee History Gaps report
C. Employee History report
D. Bonus Payout Details report

Answer: B

Question: 5

Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note: There are 3 correct answers to this question.

A. Variable Pay Program Name
B. Basis
C. Local Currency Code
D. Salary
E. Target Percentage

Answer: A B C

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