[May 16, 2022 C-THR87-2105 PDF Questions and Testing Engine With 115 Questions [Q29-Q49
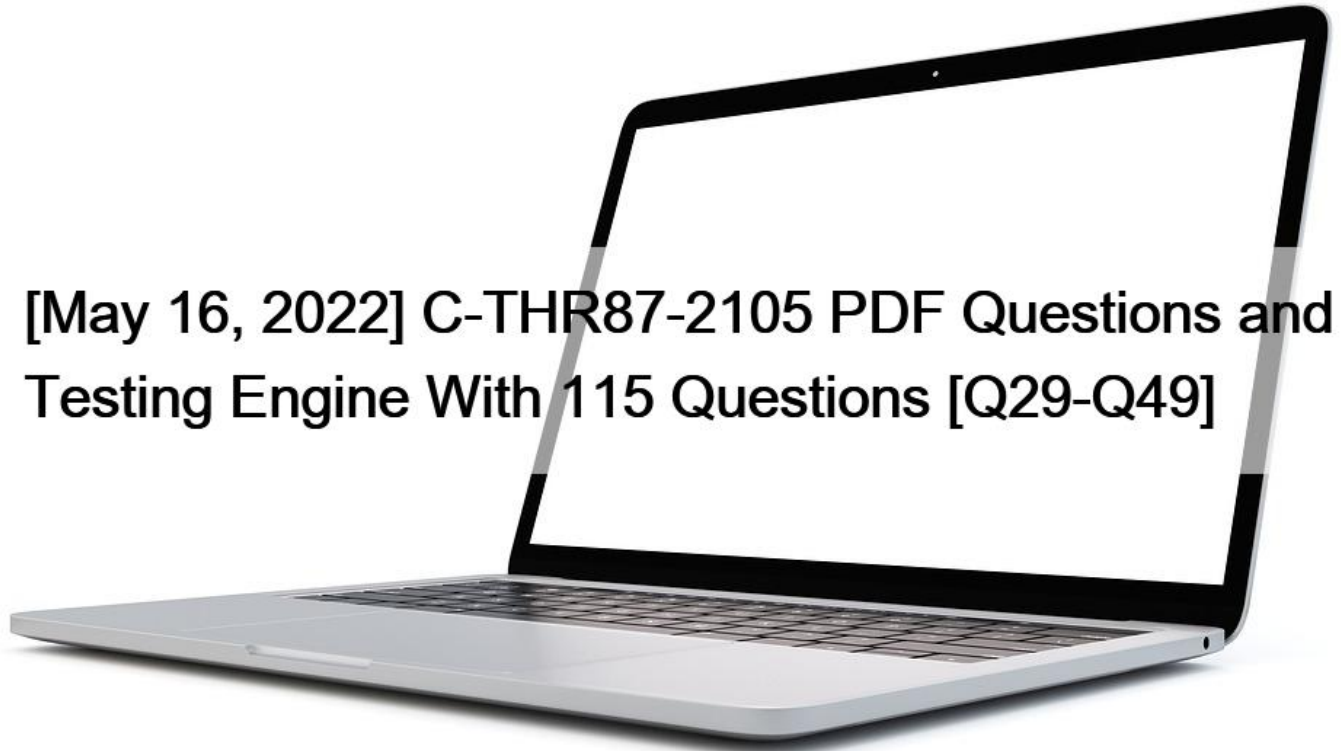

[May 16, 2022] C-THR87-2105 PDF Questions and Testing Engine With 115 Questions
Updated Exam Engine for C-THR87-2105 Exam Free Demo & 365 Day Updates

SAP C-THR87-2105 Exam Syllabus Topics:

TopicDetailsTopic 1- Configure Variable Pay background element and Employee History data file- Enable compensation eligibility for variable pay programTopic 2- Describe how variable pay assigns bonus plans to eligible employees- Create guidelines and budget; enumerate reasons for multiple variable pay programs and for multiple bonus plansTopic 3- Define scope and different integration projects involving Employee Central- Employee History Data and Background ElementTopic 4- Define the different bonus calculation methods and Assignment-based rating- configure column designer and define assignment level custom fieldsTopic 5- Describe the supported hierarchy methods, goal gates and accelerators- Define Bonus payout report, details report, the different validation reportsTopic 6- configure varpay goal plan template, and create the business goals and weights files- Define the relationship between the background element and employee history data file

SAP C-THR87-2105 Exam Description:

The "SAP Certified Application Associate - SAP SuccessFactors Variable Pay 1H/2021" certification exam verifies that the candidate possesses the basic knowledge in the area of the SAP SuccessFactors Variable Pay application. This certificate proves that

the candidate has a basic and overall understanding within the consultant profile of the industry solution and can implement this knowledge practically in projects under the guidance of an experienced consultant. It is recommended as an entry-level qualification to allow the consultant to get acquainted with the fundamentals of SAP SuccessFactors Variable Pay.

NEW QUESTION 29

What are therequired fields in the eligibility data file? There are 2 correct answers to this question.
* Value
* Plan ID
* Eligibility Rule
* Rule ID

NEW QUESTION 30

In which file do you include forecasted data for what-if scenarios? Please choose the correct answer.
* Bonus plans
* Weights and mappings
* Business goals
* Employee history

NEW QUESTION 31

Which parameters can you use in the “Based On Budget Calculation” section for Variable Pay Program? There are 3 correct answers to this question.
* Results
* Group
* Template
* Forecast
* User

NEW QUESTION 32

Which use cases require multiplicative formulas? There are 2 correct answers to this question.
* A customer would like the bonus payout to beweighted 50:50 between the personal and business performance.
* A customer would like to calculate the individual and team sections as an amount.
* A customer would only pay the target amount if an employee completed above 70% of his individual goals.
* A customer would like to determine the individual and team sections as a percent.

NEW QUESTION 33

Which feature allows you to configure more than 5 predetermined points of min, low target, high, max for goal performance? There are 2 correct answers to this question
* Goal accelerators
* Flexible payout curves
* Goal Gates
* Multiple Business goal sections

NEW QUESTION 34

A company is using multiple business goal section. Which formulas can be used to calculate bonus payout?

There are 2 correct answers to this question.
* Base X (Business 1 + Business 2) X Individual
* Base X Business 1 X Business 2 X Individual
* Base X Business 1 X Business 2
* Base X (Business 1 + Business 2 + individual)

NEW QUESTION 35

What is the first stepto activate the auditing of variable pay data?4 Please choose the correct answer.
* Select the fields in the variable pay plan activity audit
* Schedule the quartz job called Comp Entry Audit Process
* Enable the Audit setting in provisioning
* Submita CO ticket to Customer Success

NEW QUESTION 36

This file contains the achievement forecasts and results. Please choose the correct answer.
* Employee History
* Goal weights
* Business Goals
* Bonus Plan

NEW QUESTION 37

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

Please choose the correct answer.
* Performance minimum
* Team guidelines
* Individual guidelines
* Business goal gates

NEW QUESTION 38

The client has 3 business 3 business goals for their variable pay program: PROFIT. EBITA and NETSALES.

However, If their net sales is less than the payment regardless of performance) and payout will be zero. How can one goal's performance affect the payout of another goal? There are 2 correct answers to this question.
* Using the performance minimum in business goals
* Use IF/THEN logic to modify the payout amount at the assignment level
* Using the gates option for business goals
* Configuring an eligibility rule

NEW QUESTION 39

A customer Updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this? Please choose the correct answer.
* Use "Update a Specific Worksheet"

* Use “Update allworksheets”
* Use Calculate bonus payout”
* Delete the existing worksheet and then launch a new set.

NEW QUESTION 40

An employee appears on a variable pay form with greyed out data. Why does this occur? There are 2 correct answers to this question.
* PM forms for the employee are missing.
* The status of the employee is “inactive”.
* The employee was excluded, according to the Manage Form eligibility rule.
* The employee is missing in the Employee History data file.

NEW QUESTION 41

This permissionallows users access to a Variable Pay form, even if they are not part of the routemap. Please choose the correct answer.
* Compensation Management Permission
* Manage Compensation Plan Template
* Configure Program permission
* Executive Review Permission

NEW QUESTION 42

Why would you need to use multiple bonus plans? There are 3 correct answers to this question.
* Different Bonus Achievement calculations
* Different Bonus plan caps
* Different Business Goals weights
* Different set of business goals
* Different Bonus eligibility rules

NEW QUESTION 43

How can an employee’s target bonus value get prorated based on the employee’s hire date? Please choose the correct answer.
* Make sure the SALARY_PRORATING_START_DATE in the user data file(UDF) is the employee’s hire date
* Calculate the percent of proration and put that percentage in the SALARY_PRORATING column on the user data file(UDF)
* Put the employee’s hire date in the startDate forthe assignment in the employee history file
* Set the includeSalaryProrating option to ‘true’ in the template XML and use date-based proration

NEW QUESTION 44

Whichreport definition types are available for variable pay when creating ad hoc reports? There are 2 correct answers to this question.
* Aggregate export
* Business goal details
* Individual goals
* Bonus detail

NEW QUESTION 45

A PM form will be considered a match to an assignmentwhen its period overlaps with the period of the assignment. Which combination of conditions qualifies as “overlap”? There are 2 correct answers to this question.

* PM form start date <= Assignment start date Assignment start date >= PM form end date
* PMform start date <= Assignment start date PM form end date <= Assignment end date
* PM form Start date >= Assignment end date Assignment start date <= PM form start date
* PM form start date <= Assignment end date Assignment start date <= PM form end date

NEW QUESTION 46

Enable Guideline optimization setting will Please choose the correct answer.
* Delete forms and create new worksheets with new guidelines
* Create new forms with new guidelines
* Allow changes on guidelines to reflect automatically on forms without creating new worksheets
* Not impact any in progress forms

NEW QUESTION 47

In which situation does an employee need to be moved between worksheets? Please choose the correct answer.
* Change of HR manager
* Change of bonus plan assignment
* Change of performance period
* Change ofreporting manager

NEW QUESTION 48

Company ABC rewards its sales employees based on company and individual performance.An employee’s individual performance is worth 80% of the total payout and business goals are worth 20% of the total payout. The business goals art corporate revenue, weighted 40% and corporate operating income amount, weighted 60%. The employee target bonus is

$1,000.

Corporate revenue amount 50%

Corporate operating income amount 100%

Target Individual Amount 120%

What is the final bonus payout amount?

Please choose the correct answer.
* $960
* $1,120
* $1,000
* $1,160

NEW QUESTION 49

When forecastingindividual goals, which of the following settings are available? Please choose the correct answer.
* Custom calculation for bonus forecasting.

* Previous year’s guidelines
* Current year target amount
* Current guidelines

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