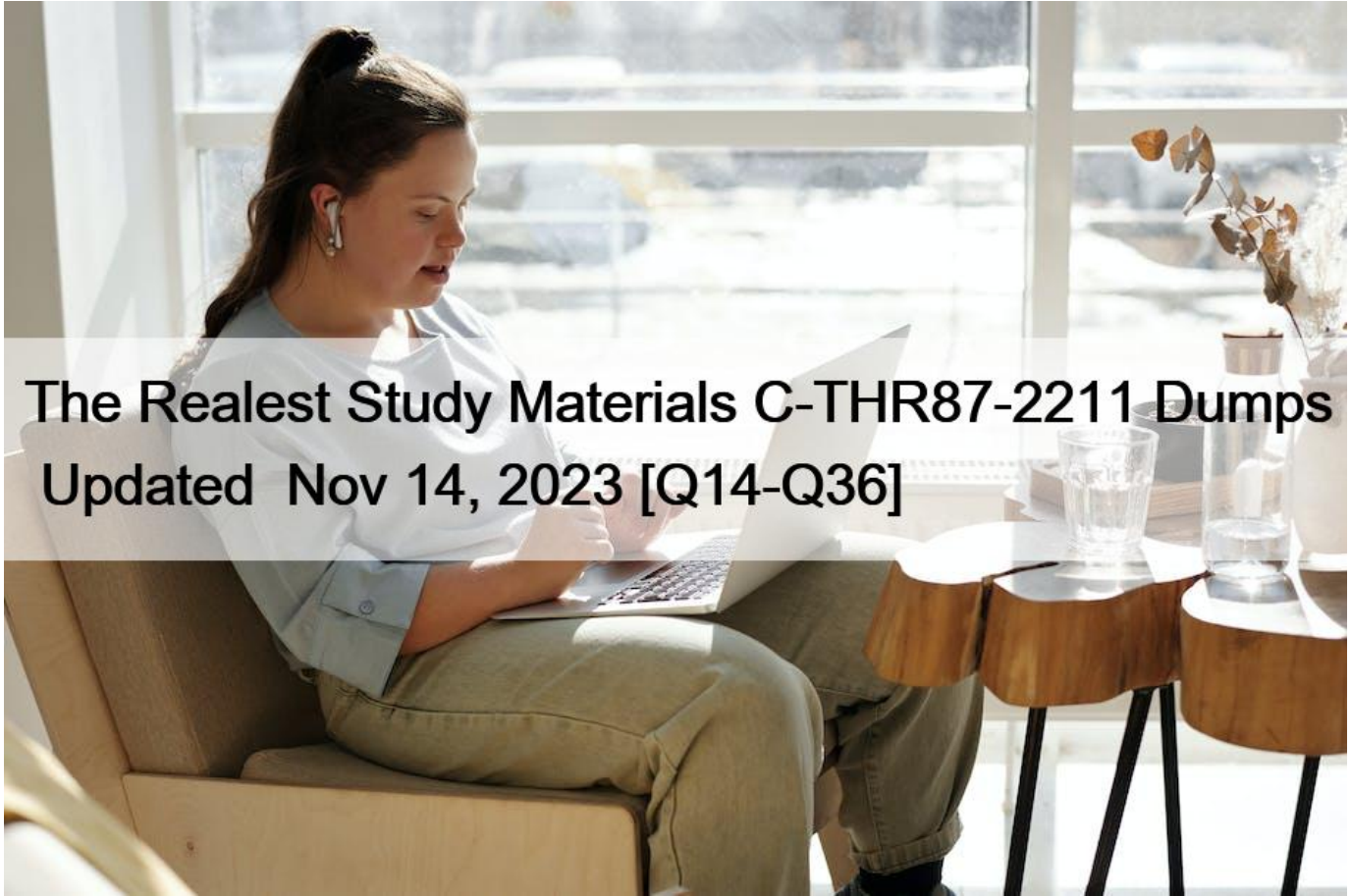


The Realest Study Materials C-THR87-2211 Dumps Updated Nov 14, 2023 [Q14-Q36]



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LATEST C-THR87-2211 Exam Practice Material

The C_THR87_2211 certification exam is an excellent way for individuals to demonstrate their expertise in SAP SuccessFactors Variable Pay and stand out in the competitive field of human resources. With the right preparation and training, candidates can achieve success on C-THR87-2211 exam and advance their careers in this important area of HR management.

NEW QUESTION 14

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- * Define the Business Unit field in the Variable Pay Background Element XML.
- * Import business unit data via the user data file.
- * Import business unit data via the employee history data file.
- * Define the Business Unit field as a department in the Succession Data Model XML.

NEW QUESTION 15

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- * Imported from bonus plan
- * Imported from goal management
- * Imported from employee history
- * Imported from user data file

NEW QUESTION 16

What information should be entered into the varPayProgramName column of the employee history data file?

- * The plan template name
- * The background element name
- * The variable pay objective plan ID
- * The background type ID

NEW QUESTION 17

What is the effect of proration rounding?

- * Rounds proration to a monthly value
- * Changes start and/or end date used in BonusCalculation
- * Forces proration to have X decimal places, where X is configurable
- * Allows for the use of point in time salary calculations

NEW QUESTION 18

Which of the following are standard criteria that can be used to create guidelines in variable pay? Note:

There are 3 correct answers to this question.

- * Division
- * Rating
- * Job level
- * Country
- * Pay grade

NEW QUESTION 19

Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?

- * directPayout
- * payoutPercentTarget
- * payoutFunctionType
- * notes

NEW QUESTION 20

What formula do you use to suppress statements?

- * if(finalPayout=0, FALSE, TRUE;)
- * if(finalPayout=0, Valid, Invalid;)

- * if(finalPayout=0, ” “)
- * if(finalPayout=0, “Yes”, “No”)

NEW QUESTION 21

What is the relationship between goal weights and bonus plans?

- * All bonus plans must have equally weighted business goals.
- * Business goal weights must be created first, before bonus plans are created.
- * Goals are uniquely weighted based on the bonus plan they are assigned to.
- * Goal weights are required to equal 100% for each bonus plan.

NEW QUESTION 22

An employee was part of the Consumer business unit from January 1-July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

Import/Export Legacy Eligibility Rules

Use this page to view, import and export data for bonus eligibility rules

File Name: No file selected.

Character Encoding:

Delete all existing records prior to importing new data:

rule	Conditions
Corp	businessUnit=Corporate
BU	businessUnit=Consumer; businessUnit=AudioVideo

- * This employee is eligible for the BU plan for a portion of the plan year, from August 1-December 31.
- * This employee is eligible for the Corp plan for the entire plan year, from January 1-December 31.
- * This employees is eligible for the Corp plan from January 1-July 31 and the BU plan from August 1- December 31.
- * This employee is eligible for the BU plan for a portion of the plan year, from January 1-July 31.

NEW QUESTION 23

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.

- * Variable Pay Program Name
- * Basis
- * Local Currency Code
- * Salary
- * Target Percentage

NEW QUESTION 24

How is goal payout determined when using the direct payout function type?

- * Direct payout percentage will override normal performance payout calculation.
- * The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.
- * The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- * The lower amount between the direct payout percentage and the estimated target payout calculation will be used.

NEW QUESTION 25

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- * Configure the Basis field as a custom field in the background element.
- * Leave the Basis field blank when importing the employee history data file.
- * Delete the Basis field header when importing the employee history data file.
- * Configure the Basis field to be hidden in the background element.

NEW QUESTION 26

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

userid	varPayEmpHistData	startDate	endDate	varPayProgramName	division	department	country	payGrade	jobTitle
1	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Production FR	FRA	GR-10	Assembly Manager
100009	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Talent Acquisition US	USA	GR-08	Recruiting Manager
100052	varPayEmpHistData	10/12/1996	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst Lead
100083	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-08	Development Manager
100093	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst
100095	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Program Manager
100096	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Quality Assurance US	USA	GR-06	Inspector
100097	varPayEmpHistData	01/01/2015	02/01/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
100097	varPayEmpHistData	02/02/2015	12/31/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
1000971	varPayEmpHistData	03/07/2015	12/31/2015	July Var Pay	Manufacturing	Production DE	DEU	GR-08	Capacity Planning Manager
100112	varPayEmpHistData	01/01/1996	09/29/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100112	varPayEmpHistData	09/30/2015	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100113	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Manufacturing	Production US	USA	GR-03	Executive Assistant
100115	varPayEmpHistData	10/17/2012	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	VP Operations
100135	varPayEmpHistData	10/03/2011	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-16	President United States
100152	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Compensation and Benefits US	USA	GR-08	Compensation Manager
100173	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-03	Executive Assistant to the President

- * The country column shows a code rather than a label.
- * The basis column is using commas.
- * The endDate column is in mm/dd/yyyy format.
- * The tgtPct column is using decimals.

NEW QUESTION 27

You are implementing an Employee Central-integrated Variable Pay template. The employee has 3 assignment records pulled from Employee Central, each with start and end dates within the bonus period, resulting in NO gaps or overlaps. What is the impact of the 3 assignment records on the payout?

- * The last record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- * Each record is considered when the employee's bonus payout is calculated and the bonus is prorated based on the dates of each record.
- * The first record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- * Each record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.

NEW QUESTION 28

A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?

- * Enable Guideline Optimization
- * Use MDF rule instead of imported eligibility rule
- * Hybrid template
- * Enable Suppress Statement

NEW QUESTION 29

Which of the following can be achieved using variable pay gates? Notes: There are 2 correct answers to this question.

- * There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.
- * There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.
- * There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.
- * There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is **Good**; or better.

NEW QUESTION 30

In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

- * The bonuses of different groups of employees are affected by different business goals.
- * There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.
- * There are only two business goals, but the weighting of the goals varies by employee grade.
- * In some countries, the bonus is multiplicative, while in others it is additive.

NEW QUESTION 31

Which bonus plan configuration is available only when using an import file?

- * Bonus Plan Name
- * Team Section Weight
- * Bonus Cap Percentage
- * Individual Section Weight

NEW QUESTION 32

You want to see historical payouts initiated through manager self-service from the Variable Pay form.

What do you use?

- * Custom views
- * Executive review
- * Compensation profile
- * Field-based permission

NEW QUESTION 33

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?

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

NEW QUESTION 34

Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

- * Recalculating bonus data
- * Reloading the goal weights file
- * Updating business goals
- * Updating worksheets

NEW QUESTION 35

Where do you set the display order of the business goals?

- * Bonus plan file
- * Business goals file
- * Business goal weights file
- * Design Worksheet

NEW QUESTION 36

Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% revenue and operating Income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

- * $4000 \times 50\% \times (80\% \times 50\% + 90\% \times 50\%) + 4000 \times 50\% \times 150\%$
- * $4000 \times 150\% \times (80\% \times 50\% + 90\% \times 50\%)$
- * $150\% \times (4000 \times 50\% \times (80\% + 4000 \times 50\% \times 90\%))$
- * $4000 \times 150\% + 4000 \times (80\% \times 50\% + 90\% \times 50\%)$

SAP C_THR87_2211 certification exam is recognized globally and is a valuable addition to any professional's resume. Achieving this certification demonstrates a candidate's commitment to excellence in the field of SAP SuccessFactors Variable Pay. It also establishes the candidate's credibility among peers and employers and opens up new career opportunities.

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