

C_THR87_2105^{Q&As}

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

Pass SAP C_THR87_2105 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

https://www.certbus.com/c_thr87_2105.html

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by SAP Official
Exam Center

- ⚙️ **Instant Download** After Purchase
- ⚙️ **100% Money Back** Guarantee
- ⚙️ **365 Days** Free Update
- ⚙️ **800,000+** Satisfied Customers



QUESTION 1

By default bonus forecasting results can be grouped into which categories? There are 2 correct answers to this question.

- A. Job code
- B. Country
- C. Planners
- D. Department

Correct Answer: BD

QUESTION 2

Which fields are required in the Employee history data file? There are 3 correct answers to this question.

- A. End Date
- B. Bonus Target Percentage
- C. Start Date
- D. Salary
- E. Basis

Correct Answer: ACE

QUESTION 3

How do you ensure that a planner enters an amount within specific range?

Please choose the correct answer.

Response:

- A. Create gates using performanceMin and performanceMax
- B. Enter values in the minimum / maximum columns on the business goals file
- C. Configure minimum / maximum guidelines in the plan set up.
- D. Configure the min / max in the in the XML

Correct Answer: D

QUESTION 4

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

QUESTION 5

This permission allows users access to a Variable Pay form, even if they are not part of the route map. Please choose the correct answer.

- A. Compensation Management Permission
- B. Manage Compensation Plan Template
- C. Configure Program permission
- D. Executive Review Permission

Correct Answer: D

QUESTION 6

What information is entered in the varPayProgramName column of the employee history data file? Please choose the correct answer.

- A. The background element name
- B. The variable pay objective plan id
- C. The background type ID
- D. The plan template name

Correct Answer: A

QUESTION 7

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

- A. Eligibility file contains the look-up attributes to cascade goals to employees

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

Correct Answer: B

QUESTION 8

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 9

Why would you use the background element for variable pay? Please choose the correct answer.

- A. To define the fields for employee history data file
- B. To define the fields for business goals file
- C. To define the fields of variablepay portlet in employee profile
- D. To define the fields for bonus plan file

Correct Answer: A

QUESTION 10

How does the variable pay form determine the default compensation number format? Please choose the correct answer.

- A. Based on the employee's imported default locale
- B. Based on the planner's imported default locale
- C. Based on the format assigned to the field
- D. Based on the number format rules

Correct Answer: D

QUESTION 11

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 earlier or equal to program dates
- B. Dates later than program dates
- C. Dates equal to the program dates
- D. Dates earlier than program dates

Correct Answer: A

QUESTION 12

Which column in the Eligibility file is used to connect to Bonus Plans? Please choose the correct answer.

- A. Field column
- B. Eligibility only connects to business goals
- C. Value column
- D. Rule Id column

Correct Answer: D

QUESTION 13

Your customer has the following bonus plan eligibility requirements:

- A. Hire date is on or before "8th Sept 2015"
- B. Business units equal to "HR" or location is equal to "East" Which option can be used to fulfil this requirement? Please choose the correct answer.
- C. Use bonus plan data file import
- D. Use configure business rules
- E. Use compensation eligibility rules
- F. Use eligibility rule data file import

Correct Answer: D

QUESTION 14

Which field changes in the employee history editor require a recalculation of the bonus payout to update ex Please choose the correct answer.

- A. Assignment Dates
- B. Basis
- C. User name
- D. Payout percent

Correct Answer: A

QUESTION 15

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 earlier or equal to program dates
- B. Dates equal to the program dates
- C. Dates later than program dates
- D. Dates earlier than program dates

Correct Answer: A

[Latest C_THR87_2105 Dumps](#)

[C_THR87_2105 PDF Dumps](#)

[C_THR87_2105 Exam Questions](#)