

**100%** Money Back  
**Guarantee**

**Vendor:**SAP

**Exam Code:**C\_THR87\_2105

**Exam Name:**SAP Certified Application Associate -  
SAP SuccessFactors Variable Pay 1H/2021

**Version:**Demo

### QUESTION 1

This file defines the section weight used for calculating incentive payments. Please choose the correct answer.

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

Correct Answer: C

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### QUESTION 2

How can worksheets be created with employees reporting to different managers outside of the normal reporting relationship? Please choose the correct answer

- A. Use the custom manager option for assigning employees in the data file and in the route map
- B. Create a second manager hierarchy and have the template use that hierarchy instead of the reporting hierarchy.
- C. Assign the employees to matrix managers and use matrix managers in the route map
- D. Create worksheets as done in compensation planning and move employees to other managers through employee V LI membership

Correct Answer: D

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### QUESTION 3

Your customer uses role-based permissions. The Variable pay administrator imports the Employee History Data which contains the assignment history for all employees Which data is uploaded?

- A. Data for all employees, when the option "Delete all existing records prior to importing new data" is checked.
- B. Data for employees who are in the admin\\'s Target population.
- C. Data for employees who are in the admin\\'s Dynamic group
- D. Data for all employees, when the option "Import file contains assignment history for all employees" is checked

Correct Answer: A

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### QUESTION 4

How are bonus plans assigned to employee assignments? There are 2 correct answers to this question

- A. The bonus plan file includes start and end dates that correspond to each employee assignment dates
- B. The bonus plan for each employee assignment is included in the employee history data file
- C. Using the fields in employee history as look-up attributes in eligibility file
- D. The eligibility file should contain the bonus plan name
- E. Creating rule in eligibility file that corresponds to each bonus plan

Correct Answer: CE

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#### **QUESTION 5**

According to translation workbook, you need to translate all labels of fields. Which tools do you use? There are 2 correct answers to this question.

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

Correct Answer: AB

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#### **QUESTION 6**

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 7**

Where do you set the display order of the business goals? Please choose the correct answer

- A. Bonus plan data file
- B. Business goals data file
- C. Weights and Mappings Data file

D. Business goals in Manage plan details

Correct Answer: D

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**QUESTION 8**

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

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**QUESTION 9**

What are the different payout function types? There are 3 correct answers to this question.

- A. Proration
- B. Indirect
- C. Direct
- D. Step
- E. Interpolation

Correct Answer: CDE

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**QUESTION 10**

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

Please choose the correct answer.

- A. Performance minimum
- B. Team guidelines
- C. Individual guidelines
- D. Business goal gates

Correct Answer: D

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**QUESTION 11**

This setting allows the use of unlimited payout points. Please choose the correct answer.

- A. Flexible payout curves
- B. Bonus caps
- C. Assignment based rating
- D. Multiplier setting

Correct Answer: A

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**QUESTION 12**

Which steps are necessary to activate the variable pay individual view? There are 3 correct answers to this question.

- A. Configure employee files
- B. Add variable pay individual view to succession data model
- C. Add variable pay individual view to variable plan template
- D. Select display live profile view after form creation
- E. Complete variable pay forms

Correct Answer: ABD