

SAP C_THR87_1711 Exam

Volume: 80 Questions

Question: 1

One example of a bonus calculation formula is base multiplied by individual performance. What does Base indicates?

Please choose the correct answer.

Response:

- A. Bonus section weight
- B. Bonus Actual Amount
- C. Bonus Target amount
- D. Bonus payout percentage

Answer: D

Question: 2

What information can be generated from the bonus payout report?

There are 2 correct answers to this question.

Response:

- A. Bonus payout fields
- B. Employee details from User Data File
- C. Entry level fields including override amount
- D. Individual goals, weights, and achievements

Answer: AC

Question: 3

Which field can be updated using only the bonus plan import file?

Please choose the correct answer.

Response:

- A. Associate Type

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B. Cap Percent

C. Pool Identifier

D. Eligibility Rule

Answer: D

Question: 4

A PM form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

There are 2 correct answers to this question.

Response:

A. PM form Start date \geq Assignment end date
Assignment start date \leq PM form start date

B. PM form start date \leq Assignment end date
Assignment start date \leq PM form end date

C. PM form start date \leq Assignment start date
Assignment start date \geq PM form end date

D. PM form start date \leq Assignment start date
PM form end date \leq Assignment end date

Answer: BC

Question: 5

Which budget types can you set up in variable pay?

There are 3 correct answers to this question.

Response:

A. Target budget

B. Modelling budget

C. Forecast Budget

D. Allocated budget

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E. Results budget

Answer: BCE

Question: 6

Your customer wants to round to the nearest tenth for money fields. Which rounding rules can you use?

There are 2 correct answers to this question.

Response:

A. ###,000

B. #,###, #

C. ###,###

D. #,###,0

Answer: AC

Question: 7

Based on the Eligibility rule in the following screenshot, which employees are eligible for bonus plan B1?

A	B	C
#rule Id	field	value
B1	division	D1
B1	division	D2
B1	department	T1
B1	job role	J1

Please choose the correct answer.

Response:

A. All employees from division D1 OR D2 with department T1 AND job role J1.

B. All employees from division D1 AND D2 with department T1 OR job role J1

C. All employees from division D1 OR D2 OR department T1 OR with job role J1

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D. All employees from division D1 with department T1 AND all employees from division D2 with job role J1.

Answer: C

Question: 8

Which feature allows employees to view their individual bonus results even if variable pay forms are still in-progress?

Please choose the correct answer.

Response:

- A. Live profile visibility
- B. Bonus forecast
- C. Individual preview
- D. Compensation profile

Answer: A

Question: 9

Which file do you use to derive the bonus target amount for bonus calculation?

Please choose the correct answer.

Response:

- A. Business goals import file
- B. User Data file
- C. Bonus Plans Import file
- D. Employee History Data file

Answer: A

Question: 10

Your customer wants to measure the profit based on corporate divisions. In which files do you specify this look up field?

Please choose the correct answer.

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Response:

- A. User data file(UDF) and business goal data file
- B. Employee history data file and Bonus plan data file
- C. Employee history data file and business goals data file
- D. User Data File (UDF) and bonus plan data file.

Answer: C

Question: 11

Which report can be generated only after worksheets have been launched?
Please choose the correct answer.

Response:

- A. Employee History Gaps
- B. Bonus Payout Details
- C. Bonus Payout
- D. Business goal Performance

Answer: C

Question: 12

You imported the Employee History Data file. The import job was completed with the status "failure record". What needs to be checked in the Employee History Data file?
There are 2 correct answers to this question.

Response:

- A. User name
- B. Variable Pay Program ID
- C. Variable Pay Program Name
- D. User ID