



SAP SuccessFactors Variable Pay 1H/2023



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SAP

Exam C_THR87_2305

**SAP Certified Application Associate - SAP SuccessFactors Variable
Pay**

Version: 2.0

[Total Questions: 80]

Question No : 1

What task can you complete in Configure Label Names and Visibility?

- A. Change field groups.
- B. Relabel employee history fields.
- C. Create custom fields.
- D. Deactivate form sections.

Answer: D

Question No : 2

Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Employee History Overlaps report
- B. Employee History Gaps report
- C. Employee History report
- D. Bonus Payout Details report

Answer: B

Question No : 3

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?

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

Answer: B

Question No : 4

Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a customstring

column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Titlefield when the forms are launched?

Effective Date	Department	Job Title	Bonus Plan
June 15, 2019	Sales	Sales Associate	SALES
Jan 23, 2020	Sales	Sales Advisor	SALES
April 1, 2020	Marketing	Marketing Assistant	MKT
November 23, 2020	Marketing	Marketing Manager	MANAGER

- A. Marketing Assistant
- B. Marketing Manager
- C. Sales Advisor
- D. Sales Associate

Answer: D

Question No : 5

Why might you use the check tool? Note: There are 2 correct answers to this question.

- A. To determine if goal weights are equal to 100%
- B. To determine if employees are assigned to an appropriate bonus plan
- C. To determine if custom fields are reloadable
- D. To determine inactive planners in the hierarchy

Answer: C,D

Question No : 6

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 1
- B. 3
- C. 4
- D. 2

Answer: A

Question No : 7

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?

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

Answer: D

Question No : 8

What formula do you use to suppress statements?

- A. `if(finalPayout=0,"FALSE","TRUE")`
- B. `if(finalPayout=0,"Valid","Invalid")`
- C. `if(finalPayout=0," ")`
- D. `if(finalPayout=0, "Yes", "No")`

Answer: A

Question No : 9

From where can you pull fields to assign business goals to employees through the business goals import file?

- A. Summary level custom reportable fields
- B. Bonus plan weights
- C. Summary level standard fields
- D. Employee history fields

Answer: D

Question No : 10

When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

- A. Performance management template name
- B. EC field mapping
- C. Effective date
- D. Rating type

Answer: C,D

Question No : 11

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

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

Answer: A,C

Question No : 12

How can you create worksheets where employees have planners outside their line manager hierarchy?

- A.** Use the custom manager option for assigning employees in the user data file and in the route map.
- B.** Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.
- C.** Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.
- D.** Assign the employees to matrix managers and use matrix managers in the route map.

Answer: B

Question No : 13

What is the relationship between goal weights and bonus plans?

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

Answer: C,D

Question No : 14

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: Western European (Windows/ISO) -

Delete all existing records prior to importing new data:

Eligibility Rules List	
rule	Conditions
Corp	businessUnit=Corporate
BU	businessUnit=Consumer; businessUnit=AudioVideo
Export	

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

Answer: C

Question No : 15

Which of the following are standard criteriathat can be used to create guidelines in variable pay? Note: There are 3 correct answers to this question.

- A. Division
- B. Rating
- C. Job level
- D. Country
- E. Pay grade

Answer: B,C,E

Question No : 16

A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?

- A. Dates later than program dates

- B. Dates should NOT be entered
- C. Dates equal to the program dates
- D. Dates earlier than program dates

Answer: C

Question No : 17

Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note: There are 2 correct answers to this question.

- A. Calculations
- B. Lookup values
- C. Guidelines
- D. Reports

Answer: A,D

Question No : 18

In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer has multiple plan period date ranges.
- B. The customer is using multiple bonus calculation formulas.
- C. The customer has multiple route maps.
- D. The customer has multiple sets of business goals.

Answer: D

Question No : 19

Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- A. Personal Compensation Statement Notification
- B. Bonus Assignment Statement
- C. Combined Rewards Statement
- D. Variable Pay Rewards Statement

E. Variable Pay Individual View**Answer: A,C,D****Question No : 20**

Your customer has two groups of employees eligible for a variable pay payout: Employees in the US use SAP SuccessFactors performance forms. Employees in Germany have their performance rating in an external system. Ratings for both groups of employees are provided based on the same rating scale. How should you handle this situation? Note: There are 2 correct answers to this question.

- A.** Export the rating from the US performance forms then load ratings for all eligible employees into the Overall Performance background element of the Employee Profile.
- B.** Import the German ratings into the Overall Performance background element of the Employee Profile. The US ratings remain in the performance forms.
- C.** Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.
- D.** Create a specific performance form template for the German employees and have the customer load their ratings into it.

Answer: A,B**Question No : 21**

The bonuses of all employees at your client are determined by the following results: 30% Corporate Performance. 30% Country Performance. 40% Individual Achievement. All employees have the same result for Corporate Performance, but the result for Country Performance varies based on the employee's country. The Individual Achievement comes from a linked performance form's overall result. How would this be configured? Note: There are 2 correct answers to this question.

- A.** Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 50% and Country Performance is weighted 50%
- B.** Additive plan with two Business Goal sections. Corporate Performance in one Business Goal section, weighted at 30%. Country Performance in other section, weighted at 30%. Individual section weighted at 40%
- C.** Additive plan with one Business Goal section. The Business Goal section is weighted 30% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%