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Exam : **C-THR87-2105**

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

Vendor : SAP

Version : DEMO

NO.1 What are the different payout function types? There are 3 correct answers to this question.

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

Answer: A,B,E

NO.2 In order to assign employees to a bonus plan, what relationships must be maintained? There are 2 correct answers to this question

- A. Assign the eligibility rule to a look up field in bonus plan data file
- B. Use a lookup field in the employee history data file
- C. Use a lookup field in the user data file
- D. Assign the eligibility rule to a look up field in Eligibility data file

Answer: A,B

NO.3 How are bonus plans assigned to employee assignments? There are 2 correct answers to this question.

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

Answer: B,C

NO.4 Which feature allows you to configure more than 5 predetermined points of min, low target, high, max for goal performance? There are 2 correct answers to this question

- A. Goal Gates
- B. Flexible payout curves
- C. Goal accelerators
- D. Multiple Business goal sections

Answer: A,C

NO.5 According to the translation workbook, you need to translate all labels of fields. Which tools can you use?

There are 2 correct answers to this question.

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

Answer: A,B

NO.6 An employee appears on a variable pay form with greyed out data. Why does this occur? There are 2 correct answers to this question.

- A.** The employee was excluded, according to the Manage Form eligibility rule.
- B.** PM forms for the employee are missing.
- C.** The status of the employee is "inactive".
- D.** The employee is missing in the Employee History data file.

Answer: A,D

NO.7 How can an employee's target bonus value get prorated based on the employee's hire date? Please choose the correct answer.

- A.** Put the employee's hire date in the startDate for the assignment in the employee history file
- B.** Make sure the SALARY_PRORATING_START_DATE in the user data file(UDF) is the employee's hire date
- C.** Calculate the percent of proration and put that percentage in the SALARY_PRORATING column on the user data file(UDF)
- D.** Set the includeSalaryProrating option to 'true' in the template XML and use date-based proration

Answer: D