SAP Certified Application AssociateSAP SuccessFactors Variable Pay 1H/2022

SAP C_THR87_2211

Version Demo

Total Demo Questions: 10

Total Premium Questions: 80

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QUESTION NO: 1

You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

A. Custom views

B. Executive review

C. Compensation profile

D. Field-based permission

ANSWER: C

QUESTION NO: 2

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: 3

In which file do you specify the relationship between bonus plan and business goals?

A. Business goal template

B. Business goals data file

C. Bonus plan data file

D. Weights and mappings data file
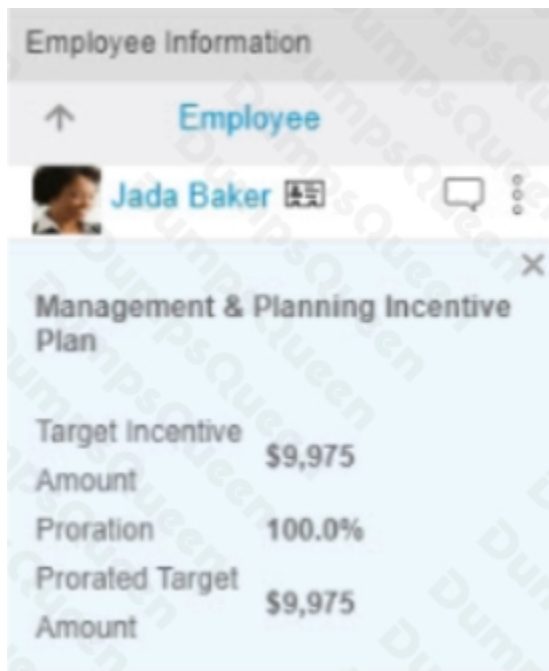
ANSWER: D

QUESTION NO: 4

Your customer launched the worksheets and found some employees are NOT appearing. Which reports would you run to troubleshoot the issue? Note: There are 3 correct answers to this question.

A. Export Users Without Managers

B. Aggregate report

C. Export Ineligible Users

D. Employee History report

E. Variable Pay Audit report

ANSWER: A D E

QUESTION NO: 5

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?

A. Variable Pay XML template

B. Column Designer

C. Configure Label Names and Visibility

D. Succession data model

ANSWER: A B

QUESTION NO: 6

How is goal payout determined when using the direct payout function type?

A. Direct payout percentage will override normal performance payout calculation.

B. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.

C. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.

D. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.

ANSWER: A

QUESTION NO: 7

What is included in the Bonus Payout Details report? Note: There are 3 correct answers to this question.

A. Total pay items for each employee

B. Bonus calculation for each employee

C. Eligibility criteria for each employee

D. Multiple rows of payout for each employee

E. Payout guidelines for each employee

ANSWER: B C D

QUESTION NO: 8

The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

userId	varPayEmpHistData	startDate	endDate	varPayProgramName	division	department	country	payGrade	jobTitle
1	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Production FR	FRA	GR-10	Assembly Manager
100009	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Talent Acquisition US	USA	GR-08	Recruiting Manager
100052	varPayEmpHistData	10/12/1996	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst Lead
100083	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-08	Development Manager
100093	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst
100095	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Program Manager
100096	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Quality Assurance US	USA	GR-06	Inspector
100097	varPayEmpHistData	01/01/2015	02/01/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
100097	varPayEmpHistData	02/02/2015	12/31/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
1000971	varPayEmpHistData	03/07/2015	12/31/2015	July Var Pay	Manufacturing	Production DE	DEU	GR-08	Capacity Planning Manager
100112	varPayEmpHistData	01/01/1996	09/29/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100112	varPayEmpHistData	09/30/2015	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100113	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Manufacturing	Production US	USA	GR-03	Executive Assistant
100115	varPayEmpHistData	10/17/2012	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	VP Operations
100135	varPayEmpHistData	10/03/2011	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-16	President United States
100152	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Compensation and Benefits US	USA	GR-08	Compensation Manager
100173	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-03	Executive Assistant to the President

A. The country column shows a code rather than a label.

B. The basis column is using commas.

C. The endDate column is in mm/dd/yyyy format.

D. The tgtPct column is using decimals.

ANSWER: B

QUESTION NO: 9

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1–January 31. Q2: February 1–April 30. Q3: May 1–July 31. Q4: August 1–October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

A. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%

B. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31

C. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match

D. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates

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ANSWER: A D

QUESTION NO: 10

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