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NEW QUESTION: 1

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields are mapped to import keys uploaded within the UDF and are read-only.
- B. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- C. The fields use a custom calculation and are read-only.
- D. The fields are mapped to import keys uploaded within the UDF and are editable.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 2

Which of the following can be achieved using variable pay gates? Notes: There are 2 correct answers to this question.

- A. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.
- B. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.
- C. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.

D. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is "Good" or better.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 3

If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- A.** Use an MDF rule instead of importing eligibility rules.
- B.** Add employees to the history data file.
- C.** Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.
- D.** Create a rule in Manager Form Eligibility to include employees.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

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 30% and Country Performance is weighted 30%
- B.** 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%
- C.** 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%

D. 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%

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 6

A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses

\$50,000, employees get 50% of their target payout. If the company loses \$100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

A. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100

B. Use the Direct Payout function type and load 40,000 as achievement.

C. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0

D. Use the Direct Payout function type and load 100,000 as achievement.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 7

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals - but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" - that is, the employee's attainment against that goal affects their bonus at the end of the year. What is the best way to set this up without administrative intervention?

A. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.

B. Relevant goal performance is imported into each employee's Assignment History.

C. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.

D. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.

Answer: (SHOW ANSWER)

NEW QUESTION: 8

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 "Delete all existing records prior to importing new data" 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 "Import file contains assignment history for all employees" is checked

Answer: A (LEAVE A REPLY)

NEW QUESTION: 9

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

Answer: D (LEAVE A REPLY)

NEW QUESTION: 10

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- A. $\text{base} \times (\text{business performance} + \text{individual performance})$
- B. $\text{base} \times \text{business performance} \times \text{individual performance}$
- C. $\text{base} \times (\text{business performance} \times \text{individual performance})$
- D. $\text{base} + (\text{business performance} + \text{individual performance})$

Answer: A (LEAVE A REPLY)

NEW QUESTION: 11

What information should be entered into the varPayProgramName column of the employee history data file?

- A. The plan template name
- B. The variable pay objective plan ID
- C. The background type ID
- D. The background element name

Answer: A (LEAVE A REPLY)

NEW QUESTION: 12

Your customer wants to display historical bonus payments with the current worksheet. How can they show this information? Note: There are 2 correct answers to this question.

- A. Build an integration with the previous variable pay goal template.
- B. Configure custom views in plan setup.
- C. Define compensation period data in the compensation profile.
- D. Create eligibility rules to pull historical data from previous plans.

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 13

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- A. Plan name
- B. Plan number format
- C. Plan type
- D. Plan ID

Answer: A,C,D (LEAVE A REPLY)

NEW QUESTION: 14

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Configure the Basis field to be hidden in the background element.
- B. Delete the Basis field header when importing the employee history data file.
- C. Configure the Basis field as a custom field in the background element.
- D. Leave the Basis field blank when importing the employee history data file.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 15

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- A. Imported from user data file
- B. Imported from bonus plan
- C. Imported from employee history
- D. Imported from goal management

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 16

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

- A. Weights and mappings data file
- B. Bonus plan data file

C. Business goals data file

D. Business goal template

Answer: A ([LEAVE A REPLY](#))

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NEW QUESTION: 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. Lookup values

B. Guidelines

C. Calculations

D. Reports

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 18

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

A. Upload the Business Goal XML template in Provisioning.

B. Update eligibility rules to include a bonus plan.

C. Assign the Business Goal template to the Variable Pay program.

D. Reference the Plan ID in the business goal data file.

E. Reference the Plan ID in the Bonus Plan file.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 19

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. Import the German ratings into the Overall Performance background element of the Employee Profile. The US ratings remain in the performance forms.

- B.** 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.
- C.** Create a specific performance form template for the German employees and have the customer load their ratings into it.
- D.** Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 20

Where do you set the display order of the business goals?

- A.** Business goals file
- B.** Business goal weights file
- C.** Design Worksheet
- D.** Bonus plan file

Answer: B (LEAVE A REPLY)

NEW QUESTION: 21

A performance management (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"?

- A.** PM form start date \leq Assignment start date. Assignment start date \geq PM form end date
- B.** PM form start date \leq Assignment start date. PM form end date \leq Assignment end date
- C.** PM form start date \geq Assignment end date. Assignment start date \leq PM form start date
- D.** PM form start date \leq Assignment end date. Assignment start date \leq PM form end date

Answer: D (LEAVE A REPLY)

NEW QUESTION: 22

Which of the following system-standard equations are considered to be multiplicative formulas? Note: There are 3 correct answers to this question.

- A.** Base x business performance x team performance x individual performance
- B.** Base x (business performance + team performance + individual performance)
- C.** Base x business performance
- D.** Base x business performance x individual performance
- E.** Base x (business performance + individual performance)

Answer: A,C,D (LEAVE A REPLY)

NEW QUESTION: 23

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- A. Float fields
- B. Percentage fields
- C. Text fields
- D. Boolean fields
- E. Integer fields

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

What is the relationship between goal weights and bonus plans?

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

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 25

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 the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.
- C. Assign the employees to matrix managers and use matrix managers in the route map.
- D. Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

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. Variable Pay Audit report
- B. Export Ineligible Users
- C. Export Users Without Managers
- D. Employee History report
- E. Aggregate report

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

Which mathematical operations can be used with standard bonus calculation equations?

Note: There are 2 correct answers to this question.

- A. Multiplication
- B. Subtraction
- C. Division
- D. Addition

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 28

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; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
- B. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- 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

Answer: ([SHOW ANSWER](#))

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