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SAP

C_THR87_1908

SAP Certified Application Associate - SAP SuccessFactors Variable Pay Q3/2019

Questions & Answers PDF

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Question: 1

Which variable pay feature ensures that the minimum level of funding is achieved before there is a final payout?

Please choose the correct answer.

Response:

- A. Performance minimum
- B. Individual guidelines
- C. Business goal gates
- D. Team guidelines

Answer: C

Question: 2

Which sequence should be followed for bonus forecast to work?

Please choose the correct answer.

Response:

- A. Upload goals file
Upload weights and mappings file
Create bonus forecast
- B. Upload weights and mappings file
Upload goals file
Create bonus forecast
- C. Create bonus forecast
Upload Goals file
Upload weights and mappings file
- D. Upload Goals file Create bonus forecast
Upload weights and mapping file
Upload goals file

Answer: D

Question: 3

Before importing a new business goal XML template, what do you need to change?

There are 3 correct answers to this question.

Response:

- A. Plan ID
- B. Plan Start Date
- C. Plan Type
- D. Plan Number Format
- E. Plan Name

Answer: A,C,E

Question: 4

Based on the Eligibility rule in the following screenshot, which employees are eligible for bonus plan B1? Please choose the correct answer.

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

Response:

- A. All employees from division D1 AND D2 with department T1 OR job role J1
- B. All employees from division D1 OR D2 OR department T1 OR with job role J1
- C. All employees from division D1 with department T1 AND all employees from division D2 with job role J1.
- D. All employees from division D1 OR D2 with department T1 AND job role J1.

Answer: B

Question: 5

To create a bonus plan, which fields of the Bonus Plan file are required? There are 2 correct answers to this question.

Response:

- A. ELIGIBILITY_RULE
- B. BUSINESS_GOALS_NAME
- C. BONUSPLAN
- D. BUSINESS_GOALS_ORDER

Answer: A,C

Question: 6

A customer Updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet.

How can you correct this?

Please choose the correct answer.

Response:

- A. Use Calculate bonus payout"
- B. Use "Update a Specific Worksheet"
- C. Use "Update all worksheets"
- D. Delete the existing worksheet and then launch a new set.

Answer: A

Question: 7

In order to assign employees to a bonus plan, what relationships must be maintained?

There are 2 correct answers to this question.

Response:

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

Answer: B,C

Question: 8

What information is entered in the varPayProgramName column of the employee history data file?

Please choose the correct answer.

Response:

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

Answer: C

Question: 9

A company is using multiple business goal section. Which formulas can be used to calculate bonus payout?

There are 2 correct answers to this question.

Response:

- A. Base X Business 1 X Business 2
- B. Base X (Business 1 + Business 2) X Individual
- C. Base X (Business 1 + Business 2 + individual)
- D. Base X Business 1 X Business 2 X Individual

Answer: B,C

Question: 10

Your customer wants to display the prorated bonus target amounts based on the date range in the worksheet. In which section of the worksheet could this sum be displayed?

Please choose the correct answer.

Response:

- A. Entry level
- B. Business Calculation
- C. Employee History
- D. Individual Calculation

Answer: C

Question: 11

What report would you process to verify the calculation of business goal performance with the employee's target in their history?

Please choose the correct answer.

Response:

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

Answer: C

Question: 12

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.

Response:

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

Answer: C,D

Question: 13

The customer wants to include Country as a field in the employee history data file, but does not want it to be visible on the form Which syntax in the background element will meet this requirement?

Please choose the correct answer.

Response:

- A.<data-field id="country" field-name="vfld14" hidden ="true" max-length="4000" max-file-size-KB="1000">
<label/> Country</label>
<data-field
- B.<data-field id="country" field-name="wfld5" hidden ="true" max-length="4000" max-file-size-KB="1000">
<label/>Country</labels>
<data-field>
- C.data-field id="country" field-name="wide" hidden ="true" max-length="4000" max-file-size-KB="1000">
<label/>Country<label/>
<data-field
- D. <data-field id="country" field-name="fid1"hidden ="true" max-length="4000" max-file-size-KB="1000">
<label/> Country</label>
</data-field>

Answer: D

Question: 14

Which use cases require multiplicative formulas?

There are 2 correct answers to this question.

Response:

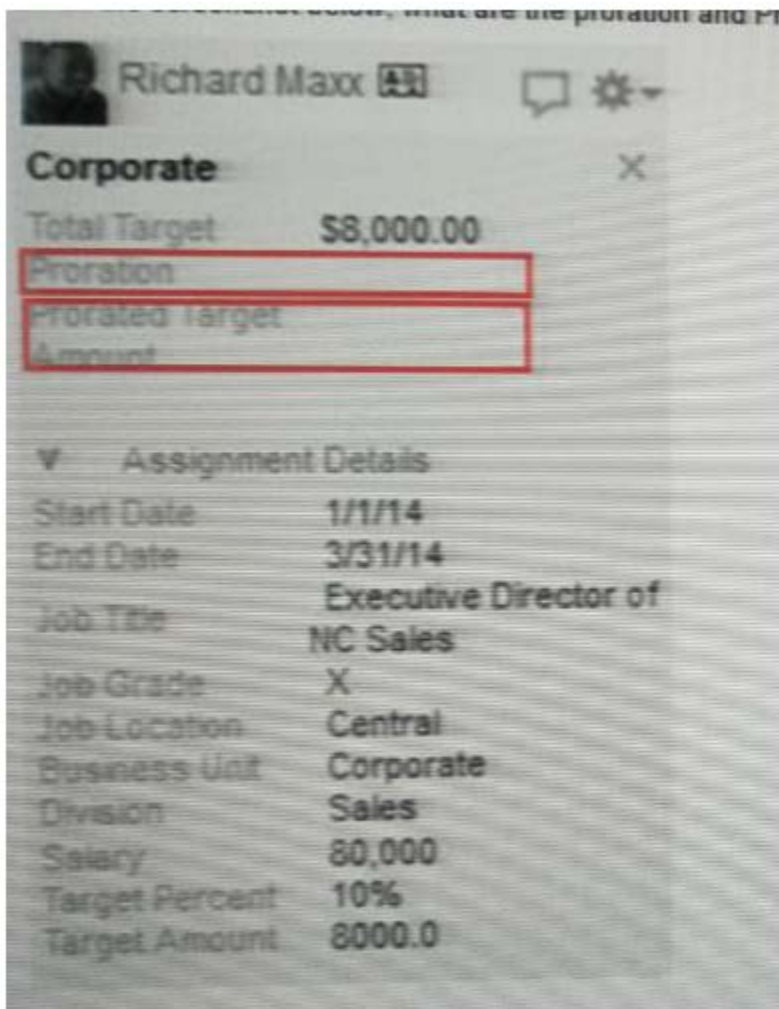
- A. A customer would only pay the target amount if an employee completed above 70% of his individual goals.
- B. A customer would like to calculate the individual and team sections as an amount.
- C. A customer would like the bonus payout to be weighted 50:50 between the personal and business performance.
- D. A customer would like to determine the individual and team sections as a percent.

Answer: A,D

Question: 15

Customer variable pay program dates are January 1 to December 31, 2014. Given the screenshot below, what are proration and prorated target amount?

Please choose the correct answer.



Response:

- A. 25% and 6000 respectively
- B. 75% and 6000 respectively
- C. 75% and 2000 respectively
- D. 25% and 2000 respectively

Answer: B