



# C\_THR87\_2105<sup>Q&As</sup>

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

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### QUESTION 1

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

- A. The end Date column
- B. The salary column
- C. The basis column
- D. The tgtpct column

Correct Answer: C

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### QUESTION 2

Why would you need to use multiple bonus plans? There are 3 correct answers to this question.

- A. Different Bonus plan caps
- B. Different Business Goals weights
- C. Different set of business goals
- D. Different Bonus eligibility rules
- E. Different Bonus Achievement calculations

Correct Answer: ABC

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### QUESTION 3

What is the first step to activate the auditing of variable pay data? Please choose the correct answer.

- A. Submit a CO ticket to Customer Success
- B. Schedule the quartz job called Comp Entry Audit Process
- C. Enable the Audit setting in provisioning
- D. Select the fields in the variable pay plan activity audit

Correct Answer: A

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### QUESTION 4

Which "field-name" attributes of a variable pay background element are reserved for specific data field ids? There are 2 correct answers to this question.



- A. Ifidl
- B. Ffid1
- C. Vfid5
- D. Dfidl

Correct Answer: BC

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

Correct Answer: CD

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