



C_THR87_2105^{Q&As}

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

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QUESTION 1

Which variable pay report will generate multiple rows per employee, showing calculated payout for every business goal an employee has within a bonus plan?

Please choose the correct answer.

- A. Business goal performance
- B. Individual preview
- C. Bonus payout
- D. Bonus payout details

Correct Answer: D

QUESTION 2

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

Please choose the correct answer.

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

Correct Answer: D

QUESTION 3

How are business goals cascaded to employees? Please choose the correct answer.

- A. Eligibility file contains the look-up attributes to cascade goals to employees
- B. Business goal uses fields from Employee History file as look-up attributes
- C. Bonus Plan defines which goals are assigned to bonus plan
- D. Business goals come from Performance Management forms

Correct Answer: B

QUESTION 4



How can you use one reward statement to display incentive data from multiple variable pay plans? Please choose the correct answer.

- A. This is currently not supported
- B. This will require custom reward statement, and need to contact Customer Success
- C. Use one Statement template and create multiple Variable Pay reward statements
- D. Use a Combine Statement template to add multiple plans

Correct Answer: D

QUESTION 5

According to translation workbook, you need to translate all labels of fields. Which tools do you use? There are 2 correct answers to this question.

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

Correct Answer: AB

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