



C_THR87_2105^{Q&As}

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

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QUESTION 1

This feature allows administrator to restrict field visibility to certain roles. Please choose the correct answer.

- A. Field restriction is not supported .
- B. Field-Based permission
- C. Field grouping
- D. Read only function in Column Designer

Correct Answer: B

QUESTION 2

Which steps are necessary to activate the variable pay individual view? There are 3 correct answers to this question.

- A. Configure employee files
- B. Add variable pay individual view to succession data model
- C. Add variable pay individual view to variable plan template
- D. Select display live profile view after form creation
- E. Complete variable pay forms

Correct Answer: ABD

QUESTION 3

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 a Combine Statement template to add multiple plans
- D. Use one Statement template and create multiple Variable Pay reward statements

Correct Answer: C

QUESTION 4

Your customer has the following bonus plan eligibility requirements:



- A. Hire date is on or before "8th Sept 2015"
- B. Business units equal to "HR" or location is equal to "East" Which option can be used to fulfil this requirement?
Please choose the correct answer.
- C. Use bonus plan data file import
- D. Use configure business rules
- E. Use compensation eligibility rules
- F. Use eligibility rule data file import

Correct Answer: D

QUESTION 5

Which of the following Variable Pay scenarios can you use in feature allows you to configure more than 5 predetermined points of min, 1 for? There are 2 correct answers to this question.

- A. Check for formula configuration
- B. Check for inactive planners
- C. Check employees assignment gap
- D. Check to see if employees are assigned to correct bonus plans

Correct Answer: AB

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