C_THR87_2105 Q&As

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

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QUESTION 1

A customer does not want the basis to be prorated. In the employee history data file, what dates must the customer enter? Please choose the correct answer.

A. Dates earlier or equal to program dates

B. Dates later than program dates

C. Dates equal to the program dates

D. Dates earlier than program dates

Correct Answer: A

QUESTION 2

An employee appears on a variable pay form with greyed out data. Why does this occur? There are 2 correct answers to this question.

A. PM forms for the employee are missing.

B. The status of the employee is "inactive".

C. The employee was excluded, according to the Manage Form eligibility rule.

D. The employee is missing in the Employee History data file.

Correct Answer: CD

QUESTION 3

What information does the override report provide? Please choose the correct answer.

A. Identify employees who were moved based on the advanced setting of "Do not override manually updated employees"

B. Employees who have the section percent values modified from the default

C. Employees who have an amount entered which varies from the default guideline amount

D. Employees who have an amount entered in the field total Final Payout

Correct Answer: D

QUESTION 4

What must be considered for custom basis formulas? There are 2 correct answers to this question.

A. The custom formula must use fields from the employee history file

B. The basis field(Field type ffldl) must be used to define the custom formula.

C. The custom formula must use fields from the user data file

D. Fields to be used in the custom formula must be defined as ffld or ifld fields

Correct Answer: BD

QUESTION 5

What is the first step to activate the auditing of variable pay data?4Please choose the correct answer.

A. Select the fields in the variable pay plan activity audit .

B. Submit a CO ticket to Customer Success

C. Enable the Audit setting in provisioning

D. Schedule the quartz job called Comp Entry Audit Process

Correct Answer: B

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