



C_THR87_2105^{Q&As}

SAP Certified Application Associate - SAP SuccessFactors Variable
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QUESTION 1

How are bonus plans assigned to employee assignments? There are 2 correct answers to this question

- A. The bonus plan file includes start and end dates that correspond to each employee assignment dates
- B. The bonus plan for each employee assignment is included in the employee history data file
- C. Using the fields in employee history as look-up attributes in eligibility file
- D. The eligibility file should contain the bonus plan name
- E. Creating rule in eligibility file that corresponds to each bonus plan

Correct Answer: CE

QUESTION 2

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 3

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

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

Correct Answer: AC

QUESTION 4



Where do you set the display order of the business goals? Please choose the correct answer.

- A. Weights and Mappings Data file
- B. Business goals data file
- C. Bonus plan data file
- D. Business goals in Manage plan details

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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