C_THR87_2105 Q&As

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

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QUESTION 1

Your customer asks for separate teams to manage the compensation process across the globe using a

single template for the organization.

Which features are required?

There are 2 correct answers to this question.

A. Decentralized Admin

B. Field Permission Groups

C. Role-Based Per

D. Statement Assignment Groups

Correct Answer: AC

QUESTION 2

Besides "Choose Bonus Plan", what are the other options for calculating the bonus payout? There are 2 correct answers to this question.

A. By manager

B. By employee

C. By department

D. By PM form type

Correct Answer: AB

QUESTION 3

There are 3 correct answers to this question.

A. Allocated budget

B. Forecast Budget

C. Modeling budget

D. Results budget

E. Target budget

Correct Answer: BCD

QUESTION 4

Which column in the Eligibility file is used to connect to Bonus Plans?Please choose the correct answer.

A. Rule Id column

B. Value column

C. Eligibility only connects to business goals

D. Field column

Correct Answer: A

QUESTION 5

What information is entered in the varPayProgramName column of the employee history data file? Please choose the correct answer.

A. The background type ID

B. The variable pay objective plan id

C. The background element name

D. The plan template name

Correct Answer: C

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