



# C\_THR87\_2105<sup>Q&As</sup>

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

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### QUESTION 1

Basis is referred to as

Please choose the correct answer.

- A. Final bonus payout
- B. Bonus target opportunity
- C. Section payout amount
- D. Calculated Individual payout

Correct Answer: B

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### QUESTION 2

Company ABC rewards its sales employees based on company and individual performance. An employee's individual performance is worth 80% of the total payout and business goals are worth 20% of the total payout.

The business goals are corporate revenue, weighted 40% and corporate operating income amount, weighted 60%.

The employee target bonus is \$1,000.

Corporate revenue amount 50%

Corporate operating income amount 100%

Target Individual Amount 120%

What is the final bonus payout amount?

Please choose the correct answer.

- A. \$960
- B. \$1,120
- C. \$1,000
- D. \$1,160

Correct Answer: D

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### QUESTION 3

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. Fields to be used in the custom formula must be defined as fflld or ifld fields
- C. The basis field(Field type fflld) must be used to define the custom formula.
- D. The custom formula must use fields from the user data file

Correct Answer: BC

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#### QUESTION 4

Which object uses instance synchronization feature? Please choose the correct answer.

- A. Variable pay Program template
- B. Currency conversion table
- C. Lookup table
- D. Variable pay statement template

Correct Answer: C

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#### QUESTION 5

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

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