C_THR87_2105^{Q&As}

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

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QUESTION 1

Which report definition types are available for variable pay when creating ad hoc reports? There are 2 correct answers to this question.

A. Aggregate export

B. Business goal details

C. Individual goals

D. Bonus detail

Correct Answer: CD

QUESTION 2

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 3

Which parameters can you use in the "Based On Budget Calculation" section for Variable Pay Program? There are 3 correct answers to this question.

A. Results

B. Group

C. Template

D. Forecast

E. User

Correct Answer: BCE

QUESTION 4

This permission allows users access to a Variable Pay form, even if they are not part of the route map. Please choose

the correct answer.

A. Compensation Management Permission

B. Manage Compensation Plan Template

C. Configure Program permission

D. Executive Review Permission

Correct Answer: D

QUESTION 5

If a route map is changed after worksheets have already been launched, the changes will: Please choose the correct answer.

A. be reflected on in-progress forms.

B. not make any impact on in-progress forms.

C. create new forms,

D. delete all forms.

Correct Answer: B

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