

C_THR87_2105^{Q&As}

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

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QUESTION 1

Given the image below, what hierarchy method is being used in the template? Please choose the correct answer.

- A. Compensation Manager hierarchy with inactive users
- B. Standard suite hierarchy
- C. Standard suite hierarchy with inactive users
- D. Compensation Manager Hierarchy

Correct Answer: D

QUESTION 2

Which budget types can you set up in variable pay? There are 3 correct answers to this question.

- A. Results budget
- B. Target budget
- C. Allocated budget
- D. Forecast Budget
- E. Modellingbudget

Correct Answer: ADE

QUESTION 3

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

- A. The background element name
- B. The variable pay objective plan id
- C. The background type ID
- D. The plan template name

Correct Answer: A

QUESTION 4

Which "field-name" attributes of a variable pay back ground element are reserved for specific data field ids? There are 2 correct answers to this question.

- A. Ifidl
- B. Ffid1
- C. Vfid5
- D. Dfidl

Correct Answer: BC

QUESTION 5

How can you use one reward statement to display incentive data from multiple variable pay plans? Please choose the correct answer.

- A. This is currently not supported
- B. This will require custom reward statement, and need to contact Customer Success
- C. Use a Combine Statement template to add multiple plans
- D. Use one Statement template and create multiple Variable Pay reward statements

Correct Answer: C

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