C_THR87_2105^{Q&As}

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

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QUESTION 1

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. Dfldl

Correct Answer: BC

QUESTION 2

One of the business goals is to reduce the amount of Customer complaints. Which of the following are correct imports of the goal?

A. Metrics Can now be loaded as: performanceMin=150, performanceTarget=100, performanceMax=50

B. Metrics Can now be loaded as: performanceMin=50, performanceTarget=100, performanceMax=150

C. Metrics Can now be loaded as: performanceMin=50, performanceTargetLow=70, I performanceTarget=100, performanceTargetHigh=130 performanceMax=150

D. Metrics Can now be loaded as: performanceMin=50, performanceTargetLow=70, I performanceTarget=100, performanceTargetHigh=130 performanceMax=150

Correct Answer: AD

QUESTION 3

What is the Difference between additive and multiplicative formulas for bonus calculation? Please choose the correct answer.

A. Additive formulas use section weights whereas multiplicative formulas use payout percent

B. Additive formulas use payout percent whereas multiplicative formulas use payout amount multiplied by section weights.

C. Additive formulas use payout percent whereas multiplicative formulas use section weights.

D. Additive formulas use payout amount whereas multiplicative formulas use payout percent

Correct Answer: D

QUESTION 4

Which sequence should be followed for bonus forecast to work? Please choose the correct answer.

A. Upload weights and mappings file] Upload goals file Create bonus forecast

B. Upload Goals file Create bonus forecast] Upload weights and mapping file Upload goals file

C. Upload goals file] Upload weights and mappings file Create bonus forecast

D. Create bonus forecast] Upload Goals file Upload weights and mappings file

Correct Answer: B

QUESTION 5

Basis is referred to as

Please choose the correct answer.

A. Final bonus payout

B. Section payout amount

C. Calculated Individual payout

D. Bonus target opportunity

Correct Answer: D

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