SAP

C_THR87_2005 Exam

**SAP Certified Application Associate - SAP SuccessFactors
Variable Pay HI/2020 Exam**

**Questions & Answers
Demo**

Version: 1.0

Question: 1

A customer Updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this? Please choose the correct answer.

A. Use "Update a Specific Worksheet"
B. Use "Update all worksheets"
C. Use Calculate bonus payout"
D. Delete the existing worksheet and then launch a new set.

Answer: C

Question: 2

How can worksheets be created with employees reporting to different managers outside of the normal reporting relationship? Please choose the correct answer

A. Use the custom manager option for assigning employees in the data file and in the route map
B. Create a second manager hierarchy and have the template use that hierarchy instead of the reporting hierarchy.
C. Assign the employees to matrix managers and use matrix managers in the route map
D. Create worksheets as done in compensation planning and move employees to other managers through employee V LI membership

Answer: D

Question: 3

The client has 3 business 3 business goals for their variable pay program: PROFIT. EBITA and NETSALES. However, If their net sales is less than the payment regardless of performance) and payout will be zero. How can one goal's performance affect the payout of another goal? There are 2 correct answers to this question.

A. Using the performance minimum in business goals
B. Use IF/THEN logic to modify the payout amount at the assignment level
C. Using the gates option for business goals
D. Configuring an eligibility rule

Answer: A C

Question: 4

The employee history data file import process was completed but returned with errors. Given the image below, which column is causing the error message?

A. The endDatc column
B. The salary column
C. The basis column
D. The tgtpct column

Answer: C

Question: 5

In which situation docs an employee need to

A. Change of HR manager
B. Change of reporting manager
C. Change of performance period
D. Change of bonus plan assignment

Answer: D

Question: 6

How arc bonus plans assigned to employee assignments? There arc 2 correct answers to this question

A. The bonus plan file includes start and end dates that correspond to each employee assignment dates
B. The bonus plan for each employee assignment is included in the employee history data file
C. Using the fields in employee history as look-up attributes in eligibility file
D. The eligibility file should contain the bonus plan name
E. Creating rule in eligibility file that corresponds to each bonus plan

Answer: C E

Question: 7

Which fields arc required in the Employee history data file? There arc 3 correct answers to this question.

A. End Date
B. Bonus Target Percentage
C. Start Date
D. Salary

E. Basis

Answer: ACE

Question: 8

Your customer has the following bonus plan eligibility requirements:

a. Hire date is on or before "8th Sept 2015"
b. Business unit is equal to "HR" or location is equal to "East" Which option can be used to fulfil this requirement? Please choose the correct answer.
A. Use bonus plan data file import
B. Use configure business rules
C. Use compensation eligibility rules
D. Use eligibility rule data file import

Answer: D

Question: 9

What information docs the override report provide? Please choose the correct answer

A. Employees who have an amount entered which varies from the default guideline amount
B. Employees who have an amount entered in the field total Final Payout
C. Employees who have the section percent values modified from the default
D. Identify employees who were moved based on the advanced setting of "Do not override manually updated employees"

Answer: B

Question: 10

According to translation workbook, you need to translate all labels of fields. Which tools do you use? There are 2 correct answers to this question.

A. Manage plan details
B. Variable pay program XML template
C. Plan setup advanced settings
D. Column Designer

Answer: A B