



C_THR87_2105^{Q&As}

SAP Certified Application Associate - SAP SuccessFactors Variable
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QUESTION 1

Your customer uses role-based permissions. The Variable pay administrator imports the Employee History Data which contains the assignment history for all employees Which data is uploaded?

- A. Data for all employees, when the option "Delete all existing records prior to importing new data" is checked.
- B. Data for employees who are in the admin\\'s Target population.
- C. Data for employees who are in the admin\\'s Dynamic group
- D. Data for all employees,when the option "Import file contains assignment history for all employees" is checked

Correct Answer: A

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 art 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

QUESTION 3

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 4

Your customer wants to display the prorated bonus target amounts based on the date range in the worksheet. In which section of the worksheet could this sum be displayed? Please choose the correct answer.

- A. Business Calculation .
- B. Employee History
- C. Individual Calculation
- D. Entry level

Correct Answer: B

QUESTION 5

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

- A. Manage plan details
- B. Company settings
- C. Variable pay program XML template
- D. Column Designer

Correct Answer: CD

QUESTION 6

How does the variable pay form determine the default compensation number format? Please choose the correct answer

- A. Based on the format assigned to the field
- B. Based on the planner\\'s imported default locale
- C. Based on the number format rules



D. Based on the employee\\'s imported default locale

Correct Answer: C

QUESTION 7

Customer variable pay program dates are January 1 to December 31, 2014. Given the screenshot below, what are proration and prorated target amount? Please choose the correct answer.

- A. 25% and 6000 respectively
- B. 25% and 2000 respectively
- C. 75% and 6000 respectively
- D. 75% and 2000 respectively

Correct Answer: C

QUESTION 8

The customer is using a custom formula to calculate for employee basis. What do you need to do in regards to the basis field maintenance?

- A. Delete the field when importing the Employee history data file
- B. Configure the field as a custom field in the back ground element
- C. Leave the field blank when importing the Employee History data file
- D. Configure the field to be hidden in the background element

Correct Answer: D

QUESTION 9

Which scenario requires weights and mappings data file to be imported? There are 3 correct answers to this question.

- A. Change in goal display order
- B. Change in bonus plan
- C. Change in eligibility rule
- D. Change in look up field
- E. Change in business goal

Correct Answer: CDE

**QUESTION 10**

A company is using multiple business goal section. Which formulas can be used to calculate bonus payout? There are 2 correct answers to this question.

- A. $\text{Base} \times (\text{Business 1} + \text{Business 2}) \times \text{Individual}$
- B. $\text{Base} \times \text{Business 1} \times \text{Business 2} \times \text{Individual}$
- C. $\text{Base} \times \text{Business 1} \times \text{Business 2}$
- D. $\text{Base} \times (\text{Business 1} + \text{Business 2} + \text{individual})$

Correct Answer: AD

QUESTION 11

Which setting must remain consistent when configuring variable pay background elements? There are 2 correct answers to this question.

- A. Target bonus amount must always use "basis" as data fieldID
- B. Type ID must always be 24
- C. Background element ID must always start with "varPayEmpHistData"
- D. The assignment dates and the program dates must be identical

Correct Answer: AC

QUESTION 12

Which setting must remain consistent when configuring variable pay background elements? There are 2 correct answers to this question.

- A. TypeID must always be 24
- B. Target bonus amount must always use "basis" as data field ID
- C. Background element ID must always start with "varPayEmpHistData"
- D. The assignment dates and the program dates must be identical

Correct Answer: BC

QUESTION 13

Based on the Eligibility rule in the following screenshot, which employees are eligible for bonus plan B1? Please choose the correct answer.

- A. All employees from division D1 with department T1 AND all employees from division D2 with job role J1



B. All employees from division D1 OR D2 OR department T1 OR with job role J1

C. All employees from division D1 OR D2 with department T1 AND job role J1.

D. All employees from division D1 AND D2 with department T1 OR job role J1

Correct Answer: B

QUESTION 14

In which file do you specify the relationship between bonus plan and business goals? Please choose the correct answer.

A. Business goal weights file

B. Bonus Plan data file

C. Business goals data file

D. Business goal template

Correct Answer: A

QUESTION 15

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 ffld or ifld fields

C. The basis field(Field type ffld) 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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