



# C\_THR87\_2105<sup>Q&As</sup>

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

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### QUESTION 1

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

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### QUESTION 2

Which of the following are acceptable fields to be used in suppressing statements? There are 2 correct answers to this question

- A. Standard string fields only
- B. Formula fields with Boolean result "YES" or "NO" value
- C. Formula fields with Boolean result "TRUE" or "FALSE" value
- D. Custom string fields only

Correct Answer: CD

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### QUESTION 3

Which variable pay report will generate multiple rows per employee, showing calculated payout for every business goal an employee has within a bonus plan?

Please choose the correct answer.

- A. Business goal performance
- B. Individual preview
- C. Bonus payout
- D. Bonus payout details

Correct Answer: D

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### QUESTION 4



Which of the following statements provide a description of Guidelines? There are 2 correct answers to this question.

- A. Guidelines are used only for Individual and Team components of bonus calculation
- B. Hard Limit set in guidelines can be overridden
- C. Guidelines can use multiple criteria
- D. Guidelines can be configured to be based on five custom fields

Correct Answer: AC

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#### QUESTION 5

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

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