



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

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

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### QUESTION 1

If the starting point of eligibility is set to "No employees are eligible" what actions are required to include employees in the bonus plan?

There are 2 correct answers to this question.

- A. Flag employees as "TRUE" in UDF eligibility
- B. Create rule in manager form eligibility to include employees
- C. Add employees to the history data file
- D. Use an MDFrule instead of importing eligibility rules

Correct Answer: AB

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### QUESTION 2

In order to assign employees to a bonus plan, what relationships must be maintained? There are 2 correct answers to this question

- A. Assign the eligibility rule to a look up field in Eligibility data file
- B. Use a lookup field in the user data file
- C. Assign the eligibility rule to a look up field in bonus plan data file
- D. Use a lookup field in the employee history data file

Correct Answer: CD

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### QUESTION 3

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

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### QUESTION 4



How can an employee's target bonus value get prorated based on the employee's hire date? Please choose the correct answer.

- A. Make sure the SALARY\_PRORATING\_START\_DATE in the user data file(UDF) is the employee's hire date
- B. Calculate the percent of proration and put that percentage in the SALARY\_PRORATING column on the user data file(UDF)
- C. Put the employee's hire date in the startDate for the assignment in the employee history file
- D. Set the include SalaryProrating option to 'true' in the template XML and use date-based proration

Correct Answer: C

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#### QUESTION 5

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

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