C_THR87_2105^{Q&As}

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

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QUESTION 1

How is rounding determined in SAP Success Factors Variable Pay? Please choose the correct answer.

A. Money is always rounded to nearest dollar

B. Each variable pay field is assigned a number format

C. You can only assign one number format for money

D. Number Format is based on Planner\\'s personal settings

Correct Answer: B

QUESTION 2

One example of a bonus calculation formula is base multiplied by individual performance What does Base indicates? Please choose the correct answer.

A. Bonus Target amount

B. Bonus payout percentage

C. Bonus Actual Amount

D. Bonus section weight

Correct Answer: B

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

QUESTION 4

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

Correct Answer: D

QUESTION 5

By default bonus forecasting results can be grouped into which categories? There are 2 correct answers to this question.

A. Job code

B. Country

C. Planners

D. Department

Correct Answer: BD