C_THR87_2105 Q&As

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

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QUESTION 1

In which situation does an employee need to be moved between worksheets? Please choose the correct answer.

A. Change of HR manager

B. Change of bonus plan assignment

C. Change of performance period

D. Change of reporting manager

Correct Answer: B

QUESTION 2

Your customer asks for separate teams to manage the compensation process across the globe using a

single template for the organization.

Which features are required?

There are 2 correct answers to this question.

A. Decentralized Admin

B. Field Permission Groups

C. Role-Based Per

D. Statement Assignment Groups

Correct Answer: AC

QUESTION 3

This setting allows the use of unlimited payout points. Please choose the correct answer.

A. Bonus caps

B. Flexible payout curves

C. Assignment based rating

D. Multiplier setting

Correct Answer: B

QUESTION 4

A PM form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

A. PM form start date