C_THR87_2105^{Q&As}

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

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QUESTION 1

Which variable pay feature ensures that the minimum level of funding is achieved before there is a final payout?

Please choose the correct answer.

A. Performance minimum

B. Team guidelines

C. Individual guidelines

D. Business goal gates

Correct Answer: D

QUESTION 2

Your customer wants to measure the profit based on corporate divisions. In which files do you specify this look up field? Please choose the correct answer.

A. User Data File (UDF) and bonus plan data file.

B. Employee history data file and Bonus plan data file

C. Employee history data file and business goals data file

D. User data file(UDF) and business goal data file

Correct Answer: C

QUESTION 3

To create a bonus plan, which fields of the Bonus Plan file are required? There are 2 correct answers to this question.

A. BONUSPLAN

B. ELIGIBILITY_RULE

C. BUSINESS_GOALS_NAME

D. BUSINESS_GOALS_ORDER

Correct Answer: AB

QUESTION 4

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. Dfldl

Correct Answer: BC

QUESTION 5

There are 3 correct answers to this question.

A. Allocated budget

B. Forecast Budget

C. Modeling budget

D. Results budget

E. Target budget

Correct Answer: BCD