



C_THR87_2105^{Q&As}

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

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QUESTION 1

Which field changes in the employee history editor require a recalculation of the bonus payout to update ex Please choose the correct answer.

- A. Assignment Dates
- B. Payout percent
- C. User name
- D. Basis

Correct Answer: A

QUESTION 2

Company ABC rewards its sales employees based on company and individual performance. An employee's individual performance is worth 80% of the total payout and business goals are worth 20% of the total payout.

The business goals are corporate revenue, weighted 40% and corporate operating income amount, weighted 60%.

The employee target bonus is \$1,000.

Corporate revenue amount 50%

Corporate operating income amount 100%

Target Individual Amount 120%

What is the final bonus payout amount?

Please choose the correct answer.

- A. \$960
- B. \$1,120
- C. \$1,000
- D. \$1,160

Correct Answer: D

QUESTION 3

How does the variable pay form determine the default compensation number format? Please choose the correct answer



- A. Based on the format assigned to the field
- B. Based on the planner\\'s imported default locale
- C. Based on the number format rules
- D. Based on the employee\\'s imported default locale

Correct Answer: C

QUESTION 4

Why would you use the background element for variable pay? Please choose the correct answer.

- A. To define the fields for employee history data file
- B. To define the fields for business goals file
- C. To define the fields of variablepay portlet in employee profile
- D. To define the fields for bonus plan file

Correct Answer: A

QUESTION 5

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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