



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

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

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### QUESTION 1

Given the image below, Which employee gets all three bonus plans? Please choose the correct answer.

- A. JLo1
- B. mhoff1
- C. rmaxx1
- D. smormony1

Correct Answer: C

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### QUESTION 2

What are the required fields in the eligibility data file? There are 2 correct answers to this question.

- A. Value
- B. Plan ID
- C. Eligibility Rule
- D. Rule ID

Correct Answer: AD

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### QUESTION 3

Your customer uses Business Goals in a Variable Pay Program. All the necessary configuration is completed.

You have launched the Variable Pay worksheet and the observed Bonus Payout is calculated correctly but Business Goals do not appear in the worksheet.

With all necessary permissions given, which file do you need to check? Please choose the correct answer

- A. Business Goals import file
- B. Business Goal Weights import file
- C. Business Goal XML file
- D. Variable Pay Program XML file

Correct Answer: B

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#### QUESTION 4

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

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#### QUESTION 5

According to the translation workbook, you need to translate all labels of fields. Which tools can you use? There are 2 correct answers to this question.

- A. Manage plan details
- B. Company settings
- C. Variable pay program XML template
- D. Column Designer

Correct Answer: CD

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