



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

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

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#### QUESTION 1

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

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#### QUESTION 2

How can you use one reward statement to display incentive data from multiple variable pay plans? Please choose the correct answer.

- A. This is currently not supported
- B. This will require custom reward statement, and need to contact Customer Success
- C. Use a Combine Statement template to add multiple plans
- D. Use one Statement template and create multiple Variable Pay reward statements

Correct Answer: C

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#### QUESTION 3

Which "field-name" attributes of a variable pay background element are reserved for specific data field ids? There are 2 correct answers to this question.

- A. Ifidl
- B. Ffid1
- C. Vfid5
- D. Dfidl

Correct Answer: BC

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#### QUESTION 4

Which object uses instance synchronization feature? Please choose the correct answer.

- A. Variable pay Program template



- B. Currency conversion table
- C. Lookup table
- D. Variable pay statement template

Correct Answer: C

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#### QUESTION 5

This file contains the achievement forecasts and results. Please choose the correct answer

- A. Employee History
- B. Goal weights
- C. Business Goals
- D. Bonus Plan

Correct Answer: C

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