

DUMPS ARENA

SAP Certified Application Associate SAP SuccessFactors Variable Pay 1H/2022

SAP C THR87 2205

Version Demo

Total Demo Questions: 10

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QUESTION NO: 1

A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?

- A. Enable Guideline Optimization
- B. Use MDF rule instead of imported eligibility rule
- C. Hybrid template
- D. Enable Suppress Statement

ANSWER: C**QUESTION NO: 2**

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

- A. Reference the Plan ID in the business goal data file.
- B. Reference the Plan ID in the Bonus Plan file.
- C. Upload the Business Goal XML template in Provisioning.
- D. Assign the Business Goal template to the Variable Pay program.
- E. Update eligibility rules to include a bonus plan.

ANSWER: A B E**QUESTION NO: 3**

What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

- A. Bonus forecast
- B. Compensation profile
- C. Bonus assignment letter
- D. Variable Pay individual view

ANSWER: C

QUESTION NO: 4

Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

- A. Business goals data file
- B. Bonus plan data file
- C. User data file
- D. Employee history data file

ANSWER: B D**QUESTION NO: 5**

Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note: There are 2 correct answers to this question.

- A. Calculations
- B. Lookup values
- C. Guidelines
- D. Reports

ANSWER: A D**QUESTION NO: 6**

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- B. The fields use a custom calculation and are read-only.
- C. The fields are mapped to import keys uploaded within the UDF and are read-only.
- D. The fields are mapped to import keys uploaded within the UDF and are editable.

ANSWER: C**QUESTION NO: 7**

Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- A. Personal Compensation Statement Notification
- B. Bonus Assignment Statement
- C. Combined Rewards Statement
- D. Variable Pay Rewards Statement
- E. Variable Pay Individual View

ANSWER: A C D

QUESTION NO: 8

What task can you complete in Configure Label Names and Visibility?

- A. Change field groups.
- B. Relabel employee history fields.
- C. Create custom fields.
- D. Deactivate form sections.

ANSWER: D

QUESTION NO: 9

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- A. Define the Business Unit field in the Variable Pay Background Element XML.
- B. Import business unit data via the user data file.
- C. Import business unit data via the employee history data file.
- D. Define the Business Unit field as a department in the Succession Data Model XML.

ANSWER: A C

QUESTION NO: 10

How is goal payout determined when using the direct payout function type?

- A. Direct payout percentage will override normal performance payout calculation.
- B. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.

- C. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- D. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.

ANSWER: A