

DUMPS ARENA

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

SAP C THR87 2211

Version Demo

Total Demo Questions: 10

Total Premium Questions: 80

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QUESTION NO: 1

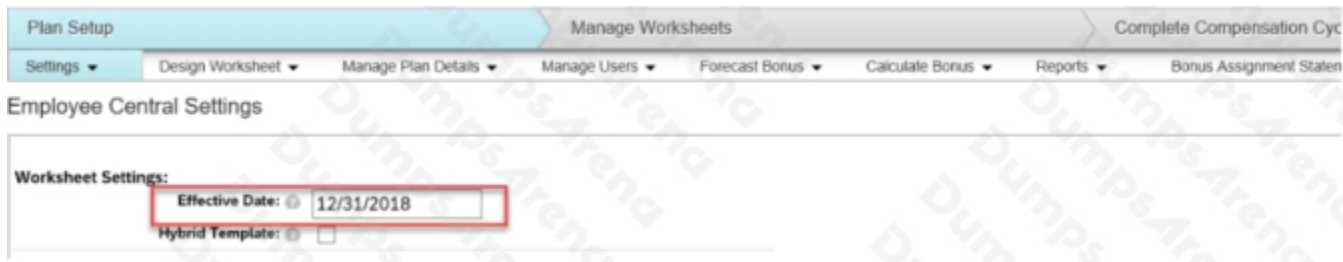
The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

USD	GBP	0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD	CNY	6.827

- A. Functional only
- B. Functional, User, Planner, and Any Currency
- C. Functional and User
- D. Functional, User, and Planner

ANSWER: C**QUESTION NO: 2**

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?



- A. The date published transactions are effective in Employee Central
- B. The date the system uses to pull data from Employee Central
- C. The date the program ends
- D. The date the program begins

ANSWER: B

QUESTION NO: 3

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- A. Imported from bonus plan
- B. Imported from goal management
- C. Imported from employee history
- D. Imported from user data file

ANSWER: C D

QUESTION NO: 4

An employee was part of the Consumer business unit from January 1–July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

Import/Export Legacy Eligibility Rules

Use this page to view, import and export data for bonus eligibility rules

File Name: No file selected.

Character Encoding:

Delete all existing records prior to importing new data:

Eligibility Rules List	
rule	Conditions
Corp	businessUnit=Corporate
BU	businessUnit=Consumer; businessUnit=AudioVideo

- A. This employee is eligible for the BU plan for a portion of the plan year, from August 1–December 31.
- B. This employee is eligible for the Corp plan for the entire plan year, from January 1–December 31.
- C. This employees is eligible for the Corp plan from January 1–July 31 and the BU plan from August 1–December 31.
- D. This employee is eligible for the BU plan for a portion of the plan year, from January 1–July 31.

ANSWER: C

QUESTION NO: 5

Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

- A. Add the Variable Pay Individual View to the Succession Data Model.
- B. Select Display Live Profile View.
- C. Configure the employee files.
- D. Add the Variable Pay Individual View to the Variable Plan template.
- E. Complete the Variable Pay forms.

ANSWER: A B D

QUESTION NO: 6

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Configure the Basis field as a custom field in the background element.
- B. Leave the Basis field blank when importing the employee history data file.
- C. Delete the Basis field header when importing the employee history data file.
- D. Configure the Basis field to be hidden in the background element.

ANSWER: D

QUESTION NO: 7

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1–January 31. Q2: February 1–April 30. Q3: May 1–July 31. Q4: August 1–October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- B. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
- C. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match
- D. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates

ANSWER: A D

QUESTION NO: 8

Your customer has two groups of employees eligible for a variable pay payout: Employees in the US use SAP SuccessFactors performance forms. Employees in Germany have their performance rating in an external system. Ratings for both groups of employees are provided based on the same rating scale. How should you handle this situation? Note: There are 2 correct answers to this question.

- A. Export the rating from the US performance forms then load ratings for all eligible employees into the Overall Performance background element of the Employee Profile.
- B. Import the German ratings into the Overall Performance background element of the Employee Profile. The US ratings remain in the performance forms.
- C. Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.
- D. Create a specific performance form template for the German employees and have the customer load their ratings into it.

ANSWER: A B

QUESTION NO: 9

Why might you use the check tool? Note: There are 2 correct answers to this question.

- A. To determine if goal weights are equal to 100%
- B. To determine if employees are assigned to an appropriate bonus plan
- C. To determine if custom fields are reloadable
- D. To determine inactive planners in the hierarchy

ANSWER: C D

QUESTION NO: 10

Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- A. Use bonus plan caps.
- B. Use guidelines where the maximum is set to 200%.
- C. Use a bonus plan multiplier of 200%.
- D. Use gates on business goals.

ANSWER: A