



QUESTION & ANSWER

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Exam : **C_THR87_2211**

Title : SAP Certified Application
Associate - SAP
SuccessFactors Variable
Pay 2H/2022

Version : DEMO

1.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

2.Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Employee History Overlaps report
- B. Employee History Gaps report
- C. Employee History report
- D. Bonus Payout Details report

Answer: B

3.You are implementing an Employee Central-integrated Variable Pay template. The employee has 3 assignment records pulled from Employee Central, each with start and end dates within the bonus period, resulting in NO gaps or overlaps.

What is the impact of the 3 assignment records on the payout?

- A. The last record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- B. Each record is considered when the employee's bonus payout is calculated and the bonus is prorated based on the dates of each record.
- C. The first record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- D. Each record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.

Answer: B

4.Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a customstring column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Titlefield when the forms are launched?

| Effective Date | Department | Job Title | Bonus Plan |
|-------------------|------------|---------------------|------------|
| June 15, 2019 | Sales | Sales Associate | SALES |
| Jan 23, 2020 | Sales | Sales Advisor | SALES |
| April 1, 2020 | Marketing | Marketing Assistant | MKT |
| November 23, 2020 | Marketing | Marketing Manager | MANAGER |

- A. Marketing Assistant
- B. Marketing Manager
- C. Sales Advisor
- D. Sales Associate

Answer: D

5. 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