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# C\_THR87\_2111

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**SAP SF Variable Pay Certification Questions & Answers**



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**C\_THR87\_2111**

**SAP Certified Application Associate - SAP SuccessFactors Variable Pay 2H/2021**

**80 Questions Exam – 60% Cut Score – Duration of 180 minutes**

# C\_THR87\_2111 Practice Test

ERPPrep.com's C\_THR87\_2111 PDF is a comprehensive compilation of questions and answers that have been developed by our team of SAP SF Variable Pay experts and experienced professionals. To prepare for the actual exam, all you need is to study the content of this exam questions. You can identify the weak area with our premium C\_THR87\_2111 practice exams and help you to provide more focus on each syllabus topic covered. This method will help you to boost your confidence to pass the SAP SF Variable Pay certification with a better score.

## C\_THR87\_2111 Questions and Answers Set

### Question: 1

You imported the Employee History Data file. The import job was completed with the status "failure record". What needs to be checked in the Employee History Data file?

There are 2 correct answers to this question.

- a) User name
- b) Variable Pay Program ID
- c) Variable Pay Program Name
- d) User ID

**Answer: c, d**

### Question: 2

Which use cases require multiplicative formulas?

There are 2 correct answers to this question.

- a) A customer would like to calculate the individual and team sections as a percent.
- b) A customer would only pay the target amount if an employee completed above 70% of his individual goals.
- c) A customer would like to calculate the individual and team sections as an amount.
- d) A customer would like the bonus payout to be weighted 50:50 between the personal and business performance.

**Answer: a, b**

**Question: 3**

Which parameters can you use in the "Based On Budget Calculation" section for Variable Pay Program?

There are 3 correct answers to this question.

- a) Template
- b) User
- c) Results
- d) Forecast
- e) Group

**Answer: a, b, e**

**Question: 4**

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 Goal XML file
- b) Business Goal Weights import file
- c) Variable Pay Program XML file
- d) Business Goals import file

**Answer: b**

**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) Company settings
- b) Manage plan details
- c) Column Designer
- d) Variable pay program XML template

**Answer: c, d**

**Question: 6**

Besides "Choose Bonus Plan", what are the other options for executing "calculate bonus payout"?

There are 2 correct answers to this question.

- a) By PM form type
- b) By manager
- c) By department
- d) By employee

**Answer: b, d**

**Question: 7**

To create a bonus plan, which fields of the Bonus Plan file are required?

There are 2 correct answers to this question.

- a) ELIGIBILITY\_RULE
- b) BUSINESS\_GOALS\_NAME
- c) BONUSPLAN
- d) BUSINESS\_GOALS\_ORDER

**Answer: a, c**

**Question: 8**

Which fields are required in the Employee history data file?

There are 3 correct answers to this question.

- a) Bonus Target Percentage
- b) Basis
- c) Start Date
- d) End Date
- e) Salary

**Answer: b, c, d**

**Question: 9**

Which variable pay report will generate multiple rows per employee, showing calculated payout for every business goal an employee has within a bonus plan? Please choose the correct answer.

- a) Bonus payout
- b) Individual preview
- c) Business goal performance
- d) Bonus payout details

**Answer: d**

**Question: 10**

An employee appears on a variable pay form with greyed out data. Why does this occur?

There are 2 correct answers to this question.

- a) The status of the employee is "inactive".
- b) The employee is missing in the Employee History data file.
- c) The employee was excluded, according to the Manage Form eligibility rule.
- d) PM forms for the employee are missing.

**Answer: b, c**

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