



C_THR87_2311

SAP SF Variable Pay Certification Questions & Answers



<https://www.erpprep.com/sap-cloud-certification/sap-successfactors-variable-pay-sf-variable-pay>

C_THR87_2311

SAP Certified Application Associate - SAP SuccessFactors Variable Pay 2H/2023

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

C_THR87_2311 Practice Test

ERPPrep.com's C_THR87_2311 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_2311 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_2311 Questions and Answers Set

Question: 1

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: 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

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

Question: 6

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: 7

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: 8

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: 9

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: 10

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

Full Online Practice of C_THR87_2311 Certification

ERPPREP.COM presents authentic, genuine and valid practice exams for SAP SF Variable Pay Certification, which is similar to actual exam. We promise 100% success in very first attempt. We recommend going ahead with our online practice exams to perform outstandingly in the actual exam. We suggest to identify your weak area from our premium practice exams and give more focus by doing practice with SAP system. You can continue this cycle till you achieve 100% with our practice exams. Our technique helps you to score better in the final C_THR87_2311 exam.

Start Online practice of C_THR87_2311 Exam by visiting URL

<https://www.erpprep.com/sap-cloud-certification/sap-successfactors-variable-pay-sf-variable-pay>