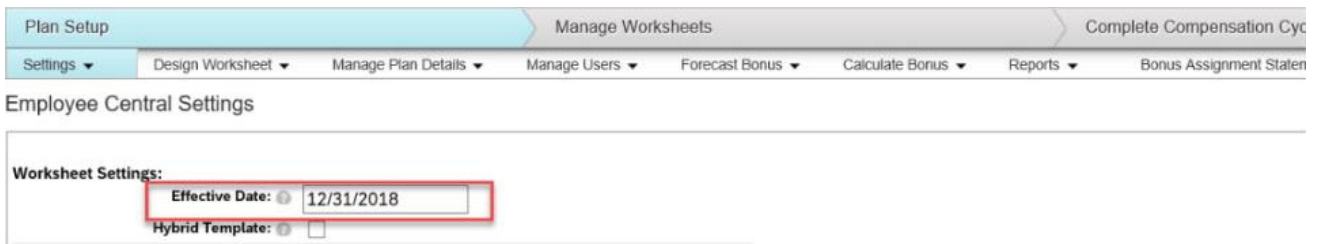# IT-DUMPS Q&A

Accurate study guides, High passing rate!
IT-dumps provides update free of charge in one year!

Exam : **C_THR87_2205**

Title : SAP Certified Application Associate - SAP SuccessFactors Variable Pay 1H/2022

Version : DEMO

1.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

2.The bonuses of all employees at your client are determined by the following results: 30% Corporate Performance. 30% Country Performance. 40% Individual Achievement. All employees have the same result for Corporate Performance, but the result for Country Performance varies based on the employee's country. The Individual Achievement comes from a linked performance form's overall result. How would this be configured? Note: There are 2 correct answers to this question.
A. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 50% and Country Performance is weighted 50%
B. Additive plan with two Business Goal sections. Corporate Performance in one Business Goal section, weighted at 30%. Country Performance in other section, weighted at 30%. Individual section weighted at 40%
C. Additive plan with one Business Goal section. The Business Goal section is weighted 30% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%
D. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%
Answer: A,B

3.Your customer wants to load the final results of business goals to be used in payout calculation.
What column from the business goal import file must be used to load the results of each business goal?
A. directPayout
B. payoutPercentTarget
C. payoutFunctionType
D. notes
Answer: B

4.How would you assign the same business goal to all employees in a non-EC integrated plan?
A. Use the correct performance management form template.

B. Use the user ID of each employee in the business goals file.

C. Use the Manage Employee grouping.

D. Use a common field value for all employees in the employee history file.

Answer: D

5.If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

A. Use an MDF rule instead of importing eligibility rules.

B. Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.

C. Create a rule in Manager Form Eligibility to include employees.

D. Add employees to the history data file.

Answer: B,C