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Exam : **C_THR87_1902**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Variable Pay Q1/2019

Vendor : SAP

Version : DEMO

NO.1 How are business goals cascaded to employees?

Please choose the correct answer.

Response:

- A.** Business goals come from Performance Management forms
- B.** Bonus Plan defines which goals are assigned to bonus plan
- C.** Eligibility file contains the look-up attributes to cascade goals to employees
- D.** Business goal uses fields from Employee History file as look-up attributes

Answer: D

NO.2 Which fields are required in the Employee history data file?

There are 3 correct answers to this question.

Response:

- A.** Salary
- B.** Basis
- C.** Bonus Target Percentage
- D.** End Date
- E.** Start Date

Answer: B,D,E

NO.3 Your customer asks for separate teams to manage the compensation process across the globe using a single template for the organization.

Which features are required?

There are 2 correct answers to this question.

Response:

- A.** Field Permission Groups
- B.** Role-Based Per
- C.** Decentralized Admin
- D.** Statement Assignment Groups

Answer: B,C

NO.4 The custom formula is $\text{tgtPct} * \text{salary}$. Looking at the background element, what adjustment must be made?

Please choose the correct answer.

Looking at the background element, what adjustment must be made?

```

<label>Job Grade</label>
</data-field>

<data-field id="jobLocation" field-name="vfld3" max-length="4000">
  <label>Job Location</label>
</data-field>

<data-field id="businessUnit" field-name="vfld4" max-length="4000">
  <label>Business Unit</label>
</data-field>

<data-field id="division" field-name="vfld6" max-length="4000">
  <label>Division</label>
</data-field>

<data-field id="salary" field-name="vfld7" max-length="4000">
  <label>Salary</label>
</data-field>

<data-field id="tgtPct" field-name="vfld8" max-length="4000">
  <label>Target Percent</label>
</data-field>

<data-field id="Basis" field-name="ffld1" max-length="999">
  <label>Target Amount</label>
</data-field>
</background-element>

```

Response:

- A. The basis field must be hidden in the background element
- B. The basis field must be deleted from background element
- C. The tgtPct and salary fields must both be numeric fields
- D. The tgtPct and salary fields must both be float fields

Answer: A

NO.5 The client has 3 business 3 business goals for their variable pay program: PROFIT, EBITA and NETSALES.

However, If their net sales is less than the payment(regardless of performance) and payout will be zero.

How can one goal's performance affect the payout of another goal?

There are 2 correct answers to this question.

Response:

- A. Use IF/THEN logic to modify the payout amount at the assignment level
- B. Using the performance minimum in business goals
- C. Using the gates option for business goals
- D. Configuring an eligibility rule

Answer: B,C

NO.6 Why would you use manager form eligibility?

Please choose the correct answer.

Response:

- A. To include inactive users to be part of payout calculation
- B. To include bonus ineligible employees to be part of payout calculation
- C. To include inactive users to be visible on varpay form
- D. To include bonus ineligible employees to be visible on varpay form

Answer: D

NO.7 Company ABC rewards its sales employees based on company and individual performance. An employee's individual performance is worth 80% of the total payout and business goals are worth 20% of the total payout. The business goals are corporate revenue, weighted 40% and corporate operating income amount, weighted 60%. The employee target bonus is \$1,000.

Corporate revenue amount 50%

Corporate operating income amount 100%

Target Individual Amount 120%

What is the final bonus payout amount?

Please choose the correct answer.

Response:

- A. \$1,120
- B. \$960
- C. \$1,000
- D. \$1,160

Answer: D

NO.8 Which options defines bonus caps?

There are 2 correct answers to this question.

Response:

- A. By planner
- B. By employee
- C. By Bonus plan
- D. By business goals

Answer: B,C

NO.9 In which section of the variable pay form is the total payout displayed?

Please choose the correct answer.

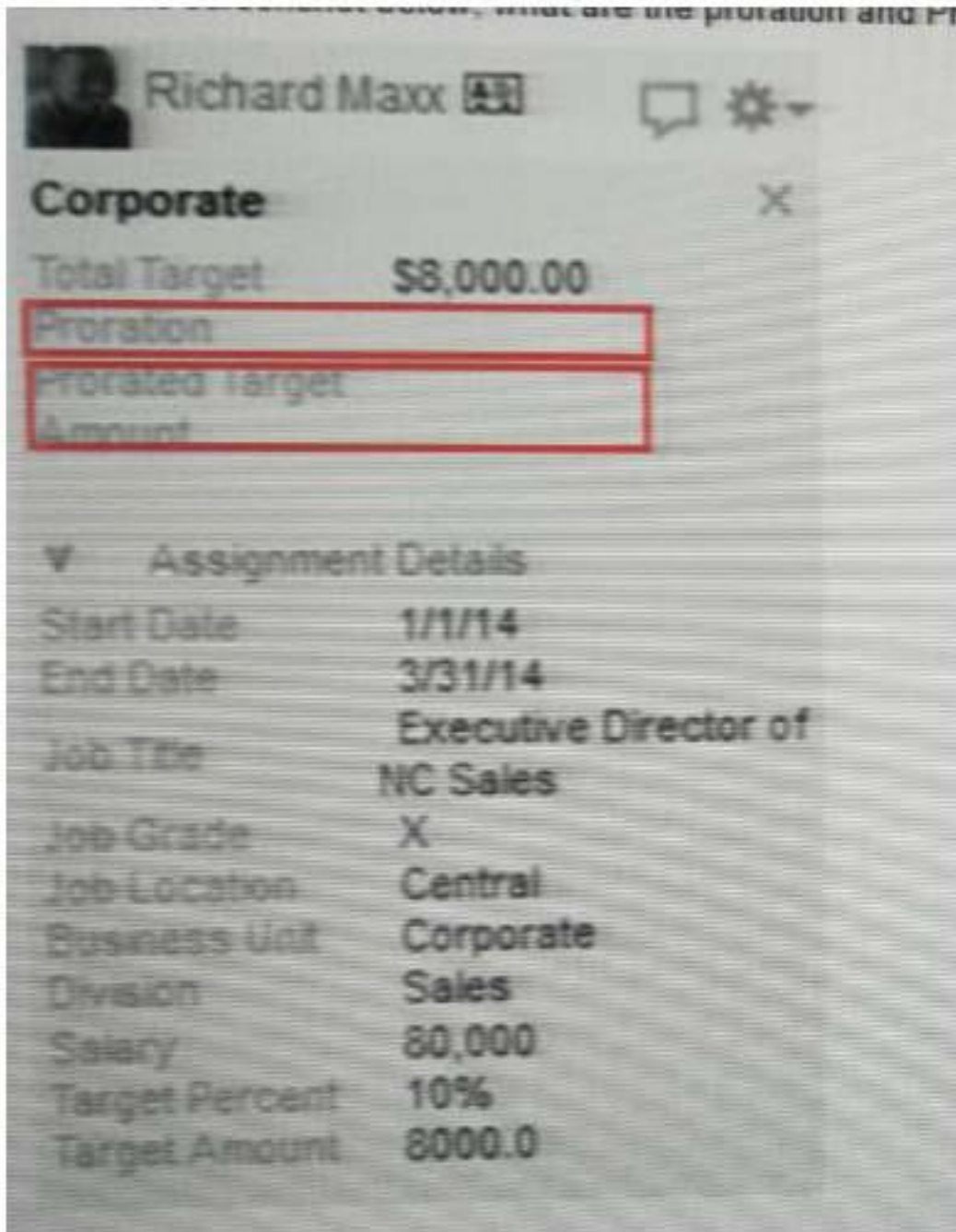
Response:

- A. Individual Performance
- B. Business Goals Performance
- C. Employee History
- D. Entry Level

Answer: B

NO.10 Customer variable pay program dates are January 1 to December 31, 2014. Given the screenshot below, what are proration and prorated target amount?

Please choose the correct answer.



Response:

- A. 75% and 2000 respectively
- B. 25% and 2000 respectively
- C. 25% and 6000 respectively
- D. 75% and 6000 respectively

Answer: D