

SAP.C_THR87_2311.v2024-03-19.q29

Exam Code:	C_THR87_2311
Exam Name:	SAP Certified Application Associate - SAP SuccessFactors Variable Pay 2H/2023
Certification Provider:	SAP
Free Question Number:	29
Version:	v2024-03-19
# of views:	580
# of Questions views:	290
https://www.freepdfdumps.com/SAP.C_THR87_2311.v2024-03-19.q29.html	

NEW QUESTION: 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?

The screenshot shows the SAP Employee Central Settings interface for a Variable Pay template. The 'Worksheet Settings' section is visible, and the 'Effective Date' field is highlighted with a red box, showing the date 12/31/2018. The 'Hybrid Template' checkbox is also visible and is unchecked.

- A. The date the system uses to pull data from Employee Central
- B. The date published transactions are effective in Employee Central
- C. The date the program begins
- D. The date the program ends

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 2

Where do you set the display order of the business goals?

- A. Business goal weights file
- B. Bonus plan file
- C. Design Worksheet
- D. Business goals file

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 3

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?



- A. Column Designer
- B. Configure Label Names and Visibility
- C. Variable Pay XML template
- D. Succession data model

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

Your customer has two groups of employees eligible for a variable pay payout: Employees in the US use SAP SuccessFactors performance forms. Employees in Germany have their performance rating in an external system. Ratings for both groups of employees are provided based on the same rating scale. How should you handle this situation? Note: There are 2 correct answers to this question.

- A. Export the rating from the US performance forms then load ratings for all eligible employees into the Overall Performance background element of the Employee Profile.
- B. Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.
- C. Import the German ratings into the Overall Performance background element of the Employee Profile.

The US ratings remain in the performance forms.

- D. Create a specific performance form template for the German employees and have the customer load their ratings into it.

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 5

Where do you define the payout function type?

- A. Bonus Plan

- B. Background Element
- C. Business Goal Weights
- D. Business Goals

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 6

What information should be entered into the varPayProgramName column of the employee history data file?

- A. The background element name
- B. The background type ID
- C. The plan template name
- D. The variable pay objective plan ID

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 7

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Update Goal Result and Update worksheets.
- B. Delete the user from their worksheet and add them back into the worksheet.
- C. Delete the existing worksheet and then launch a new set.
- D. Calculate Bonus and Update worksheets.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note:

There are 3 correct answers to this question.

- A. Salary
- B. Basis
- C. Variable Pay Program Name
- D. Target Percentage
- E. Local Currency Code

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 9

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Configure the Basis field as a custom field in the background element.
- B. Delete the Basis field header when importing the employee history data file.
- C. Leave the Basis field blank when importing the employee history data file.
- D. Configure the Basis field to be hidden in the background element.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 10

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- A. Define the Business Unit field as a department in the Succession Data Model XML.
- B. Define the Business Unit field in the Variable Pay Background Element XML.
- C. Import business unit data via the employee history data file.
- D. Import business unit data via the user data file.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses

\$50,000, employees get 50% of their target payout. If the company loses \$100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
- B. Use the Direct Payout function type and load 100,000 as achievement.
- C. Use the Direct Payout function type and load 40,000 as achievement.
- D. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 12

A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?

- A. Hybrid template
- B. Enable Suppress Statement
- C. Enable Guideline Optimization
- D. Use MDF rule instead of imported eligibility rule

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 13

Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- A. Combined Rewards Statement
- B. Bonus Assignment Statement
- C. Variable Pay Rewards Statement
- D. Personal Compensation Statement Notification

E. Variable Pay Individual View

Answer: A,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 14

You have an Employee Central client who wants to calculate the basis, based on employee-specific data. From which of the following areas can you get this data? Note: There are 2 correct answers to this question.

- A. Job relationships
- B. Pay Component non-recurring
- C. Job information
- D. Compensation information

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 15

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 Manage Employee grouping.
- C. Use the user ID of each employee in the business goals file.
- D. Use a common field value for all employees in the employee history file.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 16

In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer is using multiple bonus calculation formulas.
- B. The customer has multiple plan period date ranges.
- C. The customer has multiple sets of business goals.
- D. The customer has multiple route maps.

Answer: C ([LEAVE A REPLY](#))

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NEW QUESTION: 17

How is goal payout determined when using the direct payout function type?

- A. Direct payout percentage will override normal performance payout calculation.
- B. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- C. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.
- D. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 18

In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

- A. In some countries, the bonus is multiplicative, while in others it is additive.
- B. There are only two business goals, but the weighting of the goals varies by employee grade.
- C. There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.
- D. The bonuses of different groups of employees are affected by different business goals.

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 19

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- A. Percentage fields
- B. Boolean fields
- C. Float fields
- D. Text fields
- E. Integer fields

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

How can you create worksheets where employees have planners outside their line manager hierarchy?

- A. Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.
- B. Assign the employees to matrix managers and use matrix managers in the route map.
- C. Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.
- D. Use the custom manager option for assigning employees in the user data file and in the route map.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 21

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November

1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A.** One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
- B.** Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match
- C.** One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- D.** Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 22

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 custom string 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 Title field 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 Manager
- B.** Sales Associate
- C.** Sales Advisor
- D.** Marketing Assistant

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 23

Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note: There are 2 correct answers to this question.

- A.** Reports
- B.** Calculations
- C.** Guidelines
- D.** Lookup values

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 24

Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A.** Configure multiple rules by EC entity for the program.
- B.** Include inactive employees.
- C.** Use Manager Form Eligibility.
- D.** Use Bonus Plan Eligibility.
- E.** Enable global eligibility rule.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 25

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 30% and Country Performance is weighted 30%
- B.** 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%
- C.** 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%
- 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 50% and Country Performance is weighted 50%

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- A.** $\text{base} \times \text{business performance} \times \text{individual performance}$

- B. base + (business performance + individual performance)
- C. base x (business performance x individual performance)
- D. base x (business performance + individual performance)

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 27

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

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 28

What report requires that worksheets have been launched before it will show results?

- A. Employee history gaps
- B. Employee history overlaps
- C. Business goal performance
- D. Bonus payout

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 29

What task can you complete in Configure Label Names and Visibility?

- A. Create custom fields.
- B. Relabel employee history fields.
- C. Change field groups.
- D. Deactivate form sections.

Answer: D ([LEAVE A REPLY](#))

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