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SAP C_THR87_2505

**SAP Certified Associate - Implementation Consultant - SAP
SuccessFactors Variable Pay**



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Product Version

- ✓ **Up to Date products, reliable and verified.**
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Latest Version: 8.0

Subjects

1. Bonus Plans
2. Business Goals and Goal Weights
3. Eligibility
4. Bonus Calculation Methods
5. Employee History Data and Background Element
6. Reports and Reward Statements
7. Integration Scenarios
8. Variable Pay Form
9. Variable Pay Program Settings

Topic: 1

Bonus Plans

Question: 1

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

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

Answer: D

Bonus Plans

Question: 2

Your customer, who has offices in the US and Germany, has the following two bonus schemes:

- Revenue Enabling Bonus
- Revenue Generating Bonus

US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results".

US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany.

What is the minimum number of bonus plans required to meet this requirement?

- A. 1
- B. 2

- C. 3
- D. 4

Answer: A

Bonus Plans

Question: 3

Which bonus plan configuration is available only when using an import file?

- A. Team Section Weight
- B. Bonus Plan Name
- C. Individual Section Weight
- D. Bonus Cap Percentage

Answer: D

Bonus Plans

Question: 4

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

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

Answer: D

Topic: 2

Business Goals and Goal Weights

Question: 5

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

Business Goals and Goal Weights

Question: 6

Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

- A. Additive
- B. Interpolation
- C. Multiplicative
- D. Step scale
- E. Direct payout

Answer: B, C, E

Business Goals and Goal Weights

Question: 7

What is the relationship between goal weights and bonus plans?

- A. All bonus plans must have equally weighted business goals.
- B. Goals are uniquely weighted based on the bonus plan they are assigned to
- C. Goal weights are required to equal 100% for each bonus plan.
- D. Business goal weights must be created first, before bonus plans are created.

Answer: C

Business Goals and Goal Weights

Question: 8

Where do you define the payout function type?

- A. Business Goals
- B. Bonus Plan
- C. Business Goal Weights
- D. Background Element

Answer: A

Business Goals and Goal Weights

Question: 9

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

- A. Reference the Plan ID in the business goal data file.
- B. Reference the Plan ID in the Bonus Plan file.
- C. Assign the Business Goal template to the Variable Pay program.
- D. Update eligibility rules to include a bonus plan.
- E. Upload the Business Goal XML template in Provisioning

Answer: A, B, D

Business Goals and Goal Weights

Question: 10

From where can you pull fields to assign business goals to employees through the business goals import file?

- A. Summary level custom reportable fields
- B. Bonus plan weights
- C. Employee history fields
- D. Summary level standard fields

Answer: C

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