Vendor:SAP

Exam Code:C_THR87_2105

Exam Name:SAP Certified Application Associate - SAP SuccessFactors Variable Pay 1H/2021

Version: Demo

QUESTION 1

Which "field-name" attributes of a variable pay back ground element are reserved for specific data field ids? There are 2 correct answers to this question.

A. Ifidl

B. Ffid1

C. Vfid5

D. Dfldl

Correct Answer: BC

QUESTION 2

How can you use one reward statement to display incentive data from multiple variable pay plans? Please choose the correct answer.

A. This is currently not supported

B. This will require custom reward statement, and need to contact Customer Success

C. Use a Combine Statement template to add multiple plans

D. Use one Statement template and create multiple Variable Pay reward statements

Correct Answer: C

QUESTION 3

Which use cases require multiplicative formulas? There are 2 correct answers to this question.

A. A customer would like the bonus payout to be weighted 50:50 between the personal and business performance.

B. A customer would like to calculate the individual and team sections as an amount.

C. A customer would only pay the target amount if an employee completed above 70% of his individual goals.

D. A customer would like to determine the individual and team sections as a percent.

Correct Answer: CD

QUESTION 4

Which use case requires a custom reward statement? Please choose the correct answer.

A. Customer would like to combine information from two variable pay programs in one reward statement

B. Customer would like to combine information from compensation plan and variable pay program in one reward statement

C. Customer would like to include multiple sections on the reward statement

D. Customer would like to include multiple logos on the reward statement.

Correct Answer: A

QUESTION 5

A PM form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"? There are 2 correct answers to this question.

A. PM form start date = PM form end date

B. PMform start date