



Exam Dumps 360

Exam Code: C_THR87_2405

**Exam Name | SAP Certified Associate - Implementation Consultant - SAP
SuccessFactors Variable Pay**

Total No. of Questions: 80

Passing Percentage: 65%

Exam Duration: 180 Minutes.

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Question 1

Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees. What data is processed?

- A. Data for employees who are in the administrator's target population
- B. Data for employees who are in the administrator's dynamic group
- C. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- D. Data for all employees when the option "Delete all existing records prior to importing new data" is checked

Answer C

Question 2

Assume a starting point of "All employees are eligible" and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Rules?

- A. To exclude employees who have given their notice from the
- B. To include inactive users as part of the payout calculation
- C. To include inactive users as part of the
- D. To exclude employees who have given their notice from the bonus payout calculation

Answer A

Question 3

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

Answer B C D





Question 4

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

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

Answer A

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 A