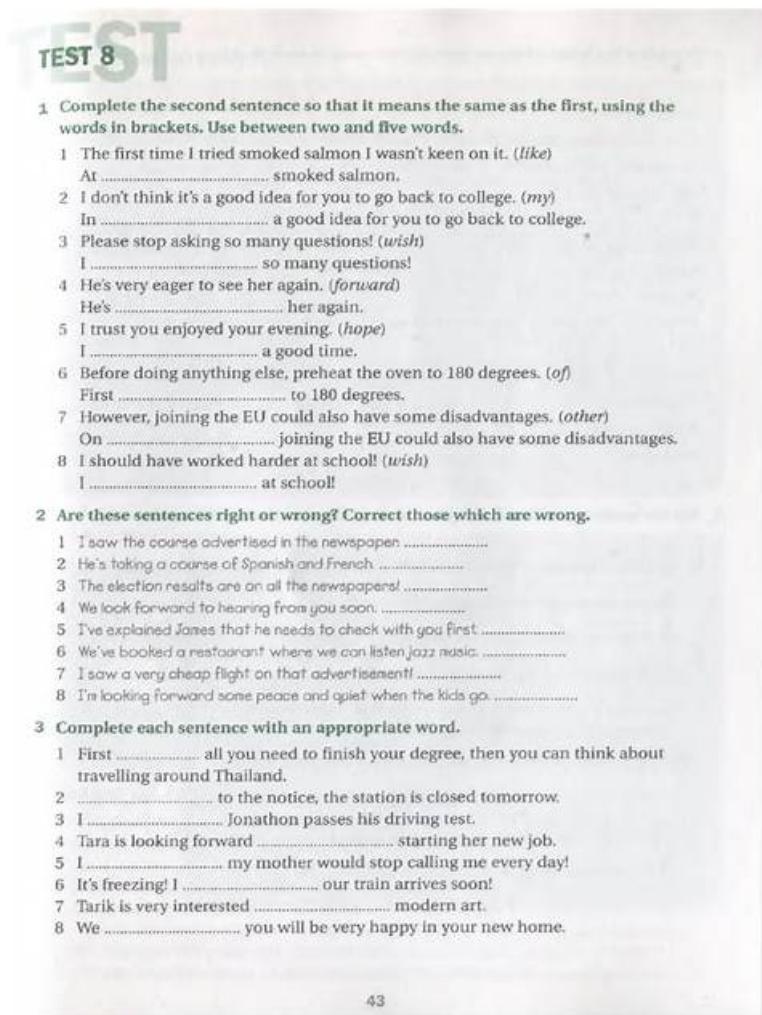


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TEST 8

1 Complete the second sentence so that it means the same as the first, using the words in brackets. Use between two and five words.

- 1 The first time I tried smoked salmon I wasn't keen on it. (*like*)
At smoked salmon.
- 2 I don't think it's a good idea for you to go back to college. (*my*)
In a good idea for you to go back to college.
- 3 Please stop asking so many questions! (*wish*)
I so many questions!
- 4 He's very eager to see her again. (*forward*)
He's her again.
- 5 I trust you enjoyed your evening. (*hope*)
I a good time.
- 6 Before doing anything else, preheat the oven to 180 degrees. (*of*)
First to 180 degrees.
- 7 However, joining the EU could also have some disadvantages. (*other*)
On joining the EU could also have some disadvantages.
- 8 I should have worked harder at school! (*wish*)
I at school!

2 Are these sentences right or wrong? Correct those which are wrong.

- 1 I saw the course advertised in the newspaper
- 2 He's taking a course of Spanish and French
- 3 The election results are on all the newspapers!
- 4 We look forward to hearing from you soon.
- 5 I've explained James that he needs to check with you first.
- 6 We've booked a restaurant where we can listen jazz music.
- 7 I saw a very cheap flight on that advertisement!
- 8 I'm looking forward some peace and quiet when the kids go.

3 Complete each sentence with an appropriate word.

- 1 First all you need to finish your degree, then you can think about travelling around Thailand.
- 2 to the notice, the station is closed tomorrow.
- 3 I Jonathon passes his driving test.
- 4 Tara is looking forward starting her new job.
- 5 I my mother would stop calling me every day!
- 6 It's freezing! I our train arrives soon!
- 7 Tarik is very interested modern art.
- 8 We you will be very happy in your new home.

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SAP C-THR87-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Employee History Data and Background Element: This section of the exam measures the skills of Compensation Analysts in managing employee history and background elements. It involves mapping historical records and compensation-related fields to ensure data accuracy for calculations.
Topic 2	<ul style="list-style-type: none"> Integration Scenarios: This section of the exam assesses the ability of Compensation Analysts to work with integration scenarios. It covers data transfer and alignment between SuccessFactors modules like Employee Central and Variable Pay.
Topic 3	<ul style="list-style-type: none"> Variable Pay Program Settings: This section of the exam assesses the knowledge of SAP Consultants in setting up variable pay program settings. It focuses on cycle configuration, plan types, and the underlying parameters that define how bonus programs operate.
Topic 4	<ul style="list-style-type: none"> Variable Pay Form: This section of the exam assesses the proficiency of SAP Consultants in configuring the Variable Pay form. It includes layout adjustments, display logic, and content settings necessary for presenting bonus information to managers and planners.
Topic 5	<ul style="list-style-type: none"> Business Goals and Goal Weights: This section of the exam measures skills of SAP Consultants in setting up business goals and assigning weights. It includes the alignment of goals with corporate strategy and their influence on individual or group bonus outcomes.
Topic 6	<ul style="list-style-type: none"> Eligibility: This section of the exam evaluates the ability of SAP Consultants to define and configure eligibility rules. It includes setting criteria for plan participation and ensuring the correct employee population is included in bonus planning.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q77-Q82):

NEW QUESTION # 77

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

The screenshot shows the SAP SuccessFactors Employee Information screen. At the top, it says "Employee" with a back arrow. Below that is a profile picture of Jada Baker and her name. The main section is titled "Management & Planning Incentive Plan". It shows the "Target Incentive" as \$9,975, "Amount" (partially visible), "Proration" as 100.0%, and "Prorated Target" (partially visible). The SAP logo is in the bottom right corner.

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

Answer: C,D

NEW QUESTION # 78

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields use a custom calculation and are read-only.
- B. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- C. The fields are mapped to import keys uploaded within the UDF and are read-only.
- D. The fields are mapped to import keys uploaded within the UDF and are editable.

Answer: C

NEW QUESTION # 79

Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. Enable Guideline Optimization
- B. Enable Suppress Statement
- C. No employees are eligible
- D. All employees are eligible

Answer: D

NEW QUESTION # 80

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. Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.
- C. Assign the employees to matrix managers and use matrix managers in the route map.
- D. Use the custom manager option for assigning employees in the user data file and in the route map.

Answer: A

NEW QUESTION # 81

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- A. Multiplication
- B. Subtraction
- C. Addition
- D. Division

Answer: A,C

NEW QUESTION # 82

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Evaluate your own mistakes each time you attempt the desktop SAP Certified Associate - Implementation Consultant - SAP

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