

Exam C-THR87-2411 Quick Prep, C-THR87-2411 Study Guide

Study Guide Template

Exam Prep

1. Course Snapshot

Subject	Exam Date	Instructor	Exam Format

2. Weekly Study Plan

Week	Topics Covered	Study Hours	Notes
1			
2			
3			
4			

3. Key Concepts Summary

- **Topic 1:** Brief explanation or definition.
- **Topic 2:** Brief explanation or definition.
- **Topic 3:** Brief explanation or definition.
- (Add more as needed)

4. Practice Questions

Question	Answer	Confidence Level (1-5)

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q30-Q35):

NEW QUESTION # 30

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

Answer: A,C

NEW QUESTION # 31

Which steps should you take to activate the Variable Pay Individual View?

Note: There are 3 correct answers to this question.

- A. Add the Variable Pay Individual View to the Succession Data Model.
- B. Select Display Live Profile View.
- C. Add the Variable Pay Individual View to the Variable Plan template.
- D. Configure the employee files.
- E. Complete the Variable Pay forms.

Answer: A,B,D

NEW QUESTION # 32

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. payoutPercentTarget
- B. payoutFunctionType
- C. directPayout
- D. notes

Answer: A

NEW QUESTION # 33

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

Answer: A

NEW QUESTION # 34

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- A. Imported from goal management
- B. Imported from employee history
- C. Imported from user data file
- D. Imported from bonus plan

Answer: B,C

NEW QUESTION # 35

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