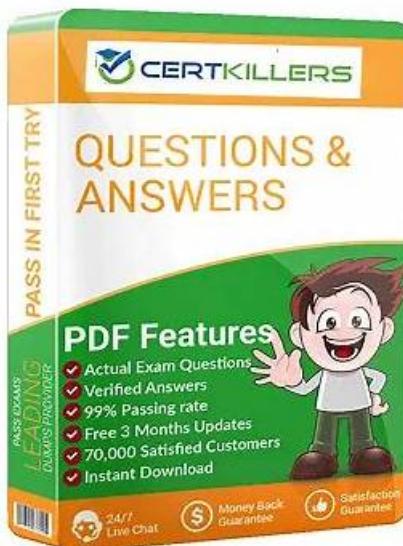


# Exam C-THR87-2505 Lab Questions - C-THR87-2505

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q64-Q69):**

### **NEW QUESTION # 64**

What is the effect of proration rounding?

- A. Changes start and/or end date used in BonusCalculation
- B. Forces proration to have X decimal places, where X is configurable
- C. Allows for the use of "point in time" salary calculations
- D. Rounds proration to a monthly value

**Answer: D**

### **NEW QUESTION # 65**

Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

- A. Reloading the goal weights file
- B. Updating worksheets
- C. Recalculating bonus data
- D. Updating business goals

**Answer: C**

### **NEW QUESTION # 66**

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

**Answer: A,C,E**

### **NEW QUESTION # 67**

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- A. Percentage fields
- B. Integer fields
- C. Float fields
- D. Boolean fields
- E. Text fields

**Answer: B,C,E**

### **NEW QUESTION # 68**

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- A. Plan name

- B. Plan number format
- C. Plan ID
- D. Plan type

**Answer: A,C,D**

## NEW QUESTION # 69

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