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Option C : Assignment based rating
Option D : Multiplier setting

Correct Answer: A

QUESTION: 11

What report requires that worksheets have been launched before it will show results?

Option A : Business goal performance
Option B : Bonus payout
Option C : Employee history gaps
Option D : Employee history overlaps

Correct Answer: B

QUESTION: 12

What information does the override report provide?
Please choose the correct answer

Option A : Employees who have an amount entered which varies from the default guideline amount
Option B : Employees who have an amount entered in the field total Final Payout
Option C : Employees who have the section percent values modified from the default
Option D : Identify employees who were moved based on the advanced setting of 'Do not override manually updated employees'

Correct Answer: B

QUESTION: 13

This file defines the section weight used for calculating incentive payments. Please choose the correct answer.

Option A : Business Goals
Option B : Business Goal weights
Option C : Bonus Plan
Option D : Employee History Data File

Correct Answer: C

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The TestValid is one of the top-rated and trusted platforms that are committed to making the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay (C-THR87-2411) certification exam journey successful. To achieve this objective TestValid has hired a team of experienced and qualified C-THR87-2411 Exam trainers. They work together and put all their expertise to maintain the top standard of SAP C-THR87-2411 practice test all the time.

SAP C-THR87-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Compliance and Security: This final section focuses on a Compliance Officer and covers ensuring that variable pay configurations adhere to legal, regulatory, and organizational policies. It includes managing data security, audit trails, and permission roles to protect sensitive compensation information.
Topic 2	Reporting and Analytics: This domain measures the skills of a Reporting Analyst and involves configuring reporting tools and analytics to monitor variable pay results, assess plan effectiveness, and provide insights to stakeholders for decision-making.
Topic 3	Variable Pay Fundamentals and Strategy: This section targets an HR Compensation Specialist and covers the business concepts behind variable pay programs, including different types of variable pay (incentives, bonuses) and their strategic role in employee motivation and performance management. It includes understanding compensation structures and aligning them with organizational goals.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q53-Q58):

NEW QUESTION # 53

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

Answer: B

NEW QUESTION # 54

What is the effect of proration rounding?

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

Answer: B

NEW QUESTION # 55

In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer is using multiple bonus calculation formulas.
- **B. The customer has multiple sets of business goals.**
- C. The customer has multiple route maps.
- D. The customer has multiple plan period date ranges.

Answer: B

NEW QUESTION # 56

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

Answer: B

NEW QUESTION # 57

What is the effect of proration rounding?

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

Answer: B

NEW QUESTION # 58

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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay certification exam is a valuable asset for beginners and seasonal professionals. If you want to improve your career prospects then C-THR87-2411 certification is a step in the right direction. Whether you're just starting your career or looking to advance your career, the C-THR87-2411 Certification Exam is the right choice. With the C-THR87-2411 certification you can gain a range of career benefits which include credibility, marketability, validation of skills, and access to new job opportunities.

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