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SAP C-THR87-2411 SAP Certified Integration Associate - SAP SuccessFactors Full Cloud/Core Hybrid 2H/2022 2

SAP Certified Integration Associate - SAP SuccessFactors Full Cloud/Core Hybrid 2H/2022 Sample Questions (Q54-Q59):

NEW QUESTION # 54
For which infotype can you use basic extensibility to replicate information from the SAP SuccessFactors Employee Central Compensation Information portlet?

- A. Additional Off-Cycle Payments (0267)
- B. Basic Pay (0008)
- C. Additional Payments (0015)
- D. Recurring Payments/Deductions (0014)

Answer: B

NEW QUESTION # 55
Using an extension platform, your customer requires a user interface based on role-based permissions and concurrent user access. Which of the following does SAP recommend you use?

- A. File import/export
- B. SOAP-based compound API
- C. OData API
- D. SOAPAPI

Answer: C

NEW QUESTION # 56
Your customer wants to restrict access to the Data Replication Monitor to specific administrators based on their country assignment. How can you accomplish this?

- A. Configure DRM for each country.
- B. Filter by country in DRM.
- C. Configure role-based permissions.
- D. Enable by-country views in DRM.

Answer: C

NEW QUESTION # 57
When running the Infoporter Employee Extraction report in Web service mode, what can you use to validate the configuration details and mappings?

- A. Report viewer
- B. Test run option
- C. Admin Center check tool
- D. Data mapping check tool

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SAP C-THR87-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• Configuring Variable Pay Templates: This part measures the skills of a Configuration Specialist and involves setting up variable pay templates that define the rules and parameters for various compensation plans. It addresses plan eligibility, calculation models, pay components, and the configuration necessary to tailor each plan to specific organizational needs.

Topic 3	• Plan Eligibility and Rules: This domain focuses on an Eligibility Analyst and covers determining which employees or groups qualify for specific variable pay plans. It details the configuration of eligibility criteria, such as job role, department, or performance metrics, to ensure appropriate targeting and compliance.
Topic 4	• Integration and Workflow Management: This part targets an Integration Coordinator and covers the integration of variable pay processes with other SAP SuccessFactors modules like Employee Central and Performance & Goals. It also includes managing workflows related to approvals, notifications, and data synchronization.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q52-Q57):

NEW QUESTION # 52

What is the relationship between goal weights and bonus plans?

- A. Goal weights are required to equal 100% for each bonus plan.
- B. All bonus plans must have equally weighted business goals.
- C. Goals are uniquely weighted based on the bonus plan they are assigned to.
- D. Business goal weights must be created first, before bonus plans are created.

Answer: A,C

NEW QUESTION # 53

Which of the following are standard criteria that can be used to create guidelines in variable pay? Note: There are 3 correct answers to this question.

- A. Job level
- B. Pay grade
- C. Rating
- D. Division
- E. Country

Answer: A,B,C

NEW QUESTION # 54

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- B. 1

- C. 2
- D. 3

Answer: C

NEW QUESTION # 55

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

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

Answer: A,C

NEW QUESTION # 56

What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

- A. Variable Pay individual view
- B. Bonus forecast
- C. Compensation profile
- D. Bonus assignment letter

Answer: D

NEW QUESTION # 57

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