

Quiz C_THR87_2411 - Efficient SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Reliable Test Voucher



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

NEW QUESTION # 64

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 plan period date ranges.
- D. The customer has multiple route maps.

Answer: B

NEW QUESTION # 65

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. Text fields**
- E. Boolean fields

Answer: B,C,D

NEW QUESTION # 66

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals - but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" - that is, the employee's attainment against that goal affects their bonus at the end of the year. What is the best way to set this up without administrative intervention?

- A. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.
- B. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.
- **C. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.**
- D. Relevant goal performance is imported into each employee's Assignment History.

Answer: C

NEW QUESTION # 67

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

- A. PM form start date <= Assignment start date. Assignment start date >= PM form end date
- **B. PM form start date <= Assignment end date. Assignment start date <= PM form end date**
- C. PM form start date >= Assignment end date. Assignment start date <= PM form start date
- D. PM form start date <= Assignment start date. PM form end date <= Assignment end date

Answer: B

NEW QUESTION # 68

Which customer scenarios require the use of multiple variable pay programs? Note: There are 3 correct answers to this question.

- A. The customer is using different eligibility rules.
- **B. The customer is using a different plan period date range.**

- C. The customer has some employees in Employee Central and others in an external system.
- **D. The customer is using a different bonus calculation formula.**
- **E. The customer is using a different route map.**

Answer: B,D,E

NEW QUESTION # 69

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