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## SAP Certified Application Associate SAP SuccessFactors Variable Pay 1H/2022

SAP C THR87 2205

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## QUESTION NO: 1

What information should be entered into the varPayProgramName column of the employee history data file?

- A. The plan template name
- B. The background element name
- C. The variable pay objective plan ID
- D. The background type ID

**ANSWER: A**

## QUESTION NO: 2

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 a different bonus calculation formula.
- B. The customer is using a different plan period date range.
- C. The customer is using different eligibility rules.
- D. The customer has some employees in Employee Central and others in an external system.
- E. The customer is using a different route map.

**ANSWER: A B E**

## QUESTION NO: 3

Your customer launched the worksheets and found some employees are NOT appearing. Which reports would you run to troubleshoot the issue? Note: There are 3 correct answers to this question.

- A. Export Users Without Managers
- B. Aggregate report
- C. Export Ineligible Users
- D. Employee History report
- E. Variable Pay Audit report

**ANSWER: A D E**

## QUESTION NO: 4

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- B. The fields use a custom calculation and are read-only.
- C. The fields are mapped to import keys uploaded within the UDF and are read-only.
- D. The fields are mapped to import keys uploaded within the UDF and are editable.

**ANSWER: C**

## QUESTION NO: 5

In which file do you specify the relationship between bonus plan and business goals?

- A. Business goal template
- B. Business goals data file
- C. Bonus plan data file
- D. Weights and mappings data file

**ANSWER: D**

## QUESTION NO: 6

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. 1
- B. 3
- C. 4
- D. 2

**ANSWER: A**

## QUESTION NO: 7

Why might you use the check tool? Note: There are 2 correct answers to this question.

- A. To determine if goal weights are equal to 100%
- B. To determine if employees are assigned to an appropriate bonus plan
- C. To determine if custom fields are reloadable
- D. To determine inactive planners in the hierarchy

**ANSWER: C D**

## QUESTION NO: 8

Bonuses for all engineers at your client are calculated as follows: Basis (prorated salary × bonus target) × company achievement. Bonuses for all marketing staff at your client are calculated as follows: Basis × 50% individual achievement + 50% company achievement. How can this be implemented? Note: There are 2 correct answers to this question.

- A. Two variable pay programs: one using Base × Business Performance and using Base × (Business Performance + Individual Performance). The additive plan uses one business goal section weighted at 50%
- B. One variable pay program that uses Base × (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.
- C. One variable pay program using Base × Business Performance × Individual Performance. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual.
- D. One variable pay program that uses Base × (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual

**ANSWER: A B**

## QUESTION NO: 9

What is the difference between additive and multiplicative formulas for bonus calculation with respect to the impact of section weight, payout percent, and payout amount?

- A. Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.
- B. Additive formulas use section weights, whereas multiplicative formulas use payout percent.
- C. Additive formulas use payout percent, whereas multiplicative formulas use section weights.

**ANSWER: A**

## QUESTION NO: 10

Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

- A. Business goals data file
- B. Bonus plan data file
- C. User data file
- D. Employee history data file

**ANSWER: B D**