



Free Questions for [C_THR87_2405](#) by [certscare](#)

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Question 1

Question Type: MultipleChoice

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

Options:

- A- Define the Business Unit field in the Variable Pay Background Element XML.
- B- Import business unit data via the user data file.
- C- Import business unit data via the employee history data file.
- D- Define the Business Unit field as a department in the Succession Data Model XML.

Answer:

A, C

Question 2

Question Type: MultipleChoice

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

Options:

- A- Plan name
- B- Plan ID
- C- Plan number format
- D- Plan type

Answer:

A, B, D

Question 3

Question Type: MultipleChoice

A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?

Options:

- A- Dates later than program dates
- B- Dates should NOT be entered
- C- Dates equal to the program dates
- D- Dates earlier than program dates

Answer:

C

Question 4

Question Type: MultipleChoice

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1--January 31. Q2: February 1--April 30. Q3: May 1--July 31. Q4: August 1--October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

Options:

- A-** One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- B-** One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
- C-** Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match
- D-** Four variable pay templates, with the bonus start and end dates aligned with 'traditional' quarter dates and custom columns in the employee history to display the customer's dates

Answer:

A, D

Question 5

Question Type: MultipleChoice

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

Options:

A- Integer fields

- B- Float fields
- C- Boolean fields
- D- Text fields
- E- Percentage fields

Answer:

A, B, D

Question 6

Question Type: MultipleChoice

You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

Options:

- A- Custom views
- B- Executive review
- C- Compensation profile

D- Field-based permission

Answer:

C

Question 7

Question Type: MultipleChoice

Your customer has two groups of employees eligible for a variable pay payout: Employees in the US use SAP SuccessFactors performance forms. Employees in Germany have their performance rating in an external system. Ratings for both groups of employees are provided based on the same rating scale. How should you handle this situation? Note: There are 2 correct answers to this question.

Options:

- A-** Export the rating from the US performance forms then load ratings for all eligible employees into the Overall Performance background element of the Employee Profile.
- B-** Import the German ratings into the Overall Performance background element of the Employee Profile. The US ratings remain in the performance forms.
- C-** Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.

D- Create a specific performance form template for the German employees and have the customer load their ratings into it.

Answer:

A, B

Question 8

Question Type: MultipleChoice

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?

The screenshot displays the 'Employee Central Settings' interface. At the top, there are three main tabs: 'Plan Setup' (highlighted in light blue), 'Manage Worksheets', and 'Complete Compensation Cycle'. Below these are several sub-tabs: 'Settings' (highlighted in light blue), 'Design Worksheet', 'Manage Plan Details', 'Manage Users', 'Forecast Bonus', 'Calculate Bonus', 'Reports', and 'Bonus Assignment Staten'. The 'Worksheet Settings' section is visible, containing two fields: 'Effective Date' with a value of '12/31/2018' and 'Hybrid Template' with an unchecked checkbox. The 'Effective Date' field is highlighted with a red rectangular box.

Options:

- A- The date published transactions are effective in Employee Central
- B- The date the system uses to pull data from Employee Central
- C- The date the program ends
- D- The date the program begins

Answer:

B

Question 9

Question Type: MultipleChoice

A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?

Options:

- A- Enable Guideline Optimization

- B- Use MDF rule instead of imported eligibility rule
- C- Hybrid template
- D- Enable Suppress Statement

Answer:


C

Question 10

Question Type: MultipleChoice

An employee was part of the Consumer business unit from January 1--July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

Import/Export Legacy Eligibility Rules

 Use this page to view, import and export data for bonus eligibility rules

File Name: No file selected.

Character Encoding: ▾

Delete all existing records prior to importing new data:

Eligibility Rules List

rule	Conditions
Corp	businessUnit=Corporate
BU	businessUnit=Consumer; businessUnit=AudioVideo

Options:

- A- This employee is eligible for the BU plan for a portion of the plan year, from August 1--December 31.
- B- This employee is eligible for the Corp plan for the entire plan year, from January 1--December 31.
- C- This employees is eligible for the Corp plan from January 1--July 31 and the BU plan from August 1--December 31.
- D- This employee is eligible for the BU plan for a portion of the plan year, from January 1--July 31.

Answer:

C

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