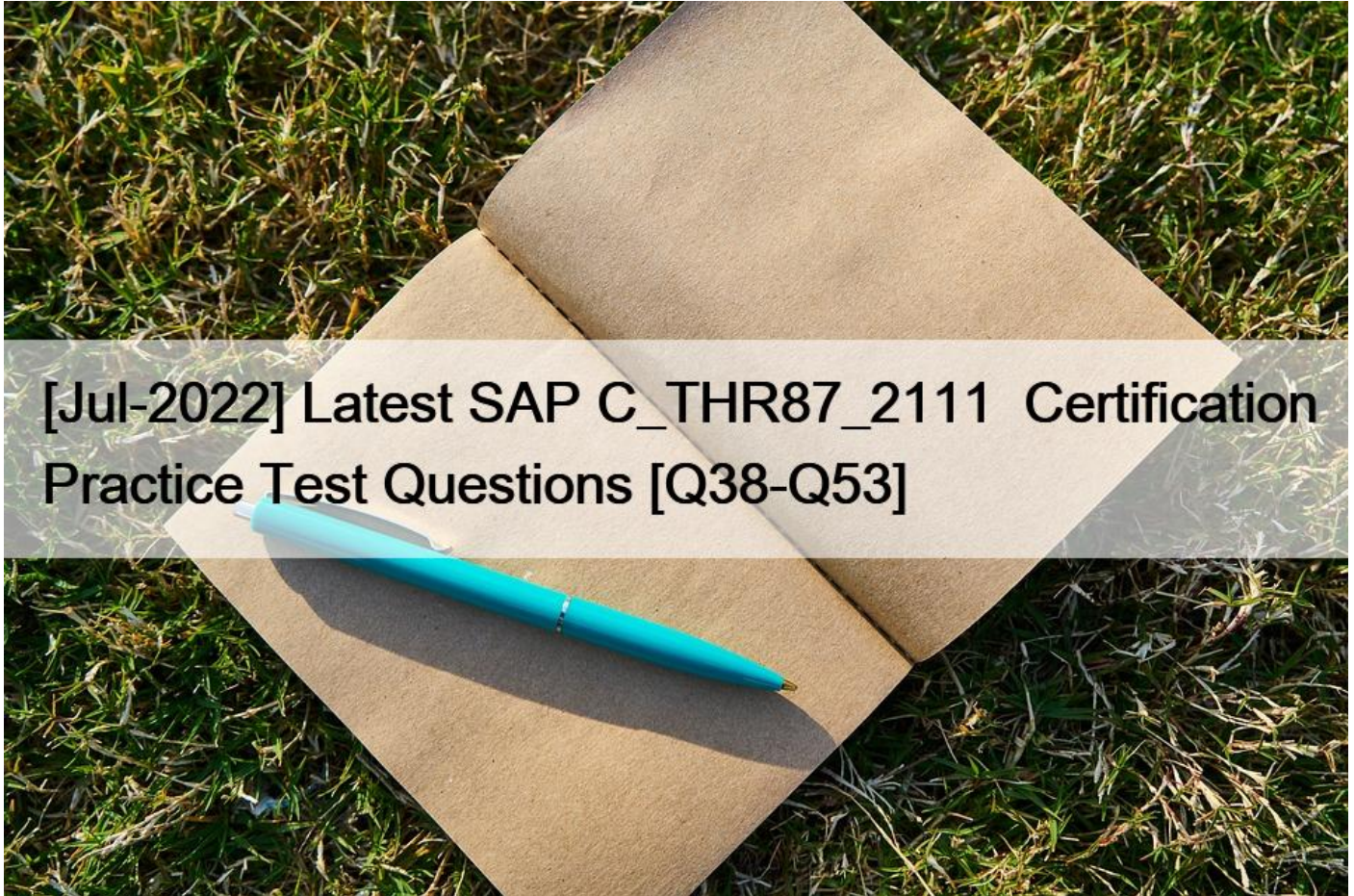


[Jul-2022 Latest SAP C_THR87_2111 Certification Practice Test Questions [Q38-Q53]



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NO.38 What task can you complete in Configure Label Names and Visibility?

- * Change field groups.
- * Relabel employee history fields.
- * Create custom fields.
- * Deactivate form sections.

NO.39 This compensation hierarchy designates all managers to be compensation planners. Please choose the correct answer.

- * Rollup Hierarchy
- * Standard Suite Hierarchy
- * Second Manager Hierarchy

NO.40 How is rounding determined in SAP SuccessFactors Variable Pay? Please choose the correct answer.

- * Money is always rounded to nearest dollar
- * Each variable pay field is assigned a number format

- * You can only assign one number format for money
- * Number Format is based on Planner's personal settings

NO.41 You enabled the Decentralized Administration function. Which object must be manually modified to include the Administrator_Group?

Please choose the correct answer

- * Weights and mappings
- * Bonus Plan
- * Eligibility Rules
- * Goal Plan

NO.42 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?

- * Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.
- * Additive formulas use section weights, whereas multiplicative formulas use payout percent.
- * Additive formulas use payout percent, whereas multiplicative formulas use section weights.

NO.43 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.

- * Export Users Without Managers
- * Aggregate report
- * Export Ineligible Users
- * Employee History report
- * Variable Pay Audit report

NO.44 Company ABC rewards its sales employees based on company and individual performance. An employee's individual performance is worth 80% of the total payout and business goals are worth 20% of the total payout. The business goals are corporate revenue, weighted 40% and corporate operating income amount, weighted 60%. The employee target bonus is \$1,000.

Corporate revenue amount 50%

Corporate operating income amount 100%

Target Individual Amount 120%

What is the final bonus payout amount?

Please choose the correct answer.

- * \$960
- * \$1,120
- * \$1,000
- * \$1,160

NO.45 Given the image below, Which employee get all three bonus plans?

- * smormony
- * mhoff

- * JLo1
- * rmaxxl

NO.46 Which file is used to assign weight to business goals relative to the bonus plan they are included to? Please choose the correct answer.

- * Eligibility file
- * Bonus plans
- * Business goal weights file
- * Business Goals file

NO.47 One example of a bonus calculation formula is base multiplied by individual performance. What does Base indicate? Please choose the correct answer.

- * Bonus Target amount
- * Bonus payout percentage
- * Bonus Actual Amount
- * Bonus section weight

NO.48 If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- * Use an MDF rule instead of importing eligibility rules.
- * Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.
- * Create a rule in Manager Form Eligibility to include employees.
- * Add employees to the history data file.

NO.49 A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet.

How can you correct this?

Please choose the correct answer.

- * Delete the existing worksheet and then launch a new set
- * Use "Update a Specific Worksheet";
- * Use "Update all worksheets";
- * Use Calculate bonus payout;

NO.50 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.

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

NO.51 Which variable pay report will generate multiple rows per employee, showing calculated payout for every business goal an employee has within a bonus plan?

Please choose the correct answer.

- * Business goal performance
- * Individual preview
- * Bonus payout
- * Bonus payout details

NO.52 Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- * Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
- * Only employees in bonus plans “Executive”, “Manager” or “Employee” are eligible to receive a bonus.
- * Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- * Only Permanent full-time employees are eligible to receive a bonus.

NO.53 If a route map is changed after worksheets have already been launched, the changes will: Please choose the correct answer.

- * be reflected on in-progress forms,
- * delete allforms.
- * create new forms.
- * not make any impact on in-progress forms.

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