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Exam : **C_THR87_2205**

Title : Certified Application Associate
- SAP SuccessFactors Variable
Pay 1H/2022

Vendor : SAP

Version : DEMO

NO.1 What does the Enable Guideline Optimization setting do? Note: There are 2 correct answers to this question.

- A. It helps render the worksheet faster when there are more than 1,000 guideline formulas.
- B. It changes the guidelines so they are updated on the form immediately.
- C. It locks the guideline rule settings so they are un-editable after form launch.
- D. It requires relaunching the form when guidelines are changed during mid-cycle.

Answer: A,B

NO.2 Which scenario requires the weights and mappings data file to be reimported?

- A. Change in business goal name
- B. Change in eligibility rule criteria
- C. Update in an employee's assignment date
- D. Update in bonus cap

Answer: A

NO.3 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 are mapped to import keys uploaded within the UDF and are editable.
- B. The fields are mapped to import keys uploaded within the UDF and are read-only.
- C. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- D. The fields use a custom calculation and are read-only.

Answer: B

NO.4 Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A. Use Manager Form Eligibility.
- B. Enable global eligibility rule.
- C. Configure multiple rules by EC entity for the program.
- D. Use Bonus Plan Eligibility.
- E. Include inactive employees.

Answer: C

NO.5 The bonuses of all employees at your client are determined by the following results: 30% Corporate Performance. 30% Country Performance. 40% Individual Achievement. All employees have the same result for Corporate Performance, but the result for Country Performance varies based on the employee's country. The Individual Achievement comes from a linked performance form's overall result. How would this be configured? Note: There are 2 correct answers to this question.

- A. Additive plan with one Business Goal section. The Business Goal section is weighted 30% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%
- B. Additive plan with two Business Goal sections. Corporate Performance in one Business Goal

section, weighted at 30%. Country Performance in other section, weighted at 30%. Individual section weighted at 40%

C. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 50% and Country Performance is weighted 50%

D. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%

Answer: B,C

NO.6 The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

USD	GBP	0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD	CNY	6.827

A. Functional, User, Planner, and Any Currency

B. Functional only

C. Functional, User, and Planner

D. Functional and User

Answer: D

NO.7 When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

A. EC field mapping

B. Effective date

C. Performance management template name

D. Rating type

Answer: B,D

NO.8 A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

A. 3

B. 1

C. 4

D. 2

Answer: A