Exam Code: C_THR87_2405

Exam Name: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay

Exam A

QUESTION 1
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

Correct Answer: A
Section:

QUESTION 2
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 requires relaunching the form when guidelines are changed during mid-cycle.
D. It locks the guideline rule settings so they are un-editable after form launch.

Correct Answer: A, B
Section:

QUESTION 3
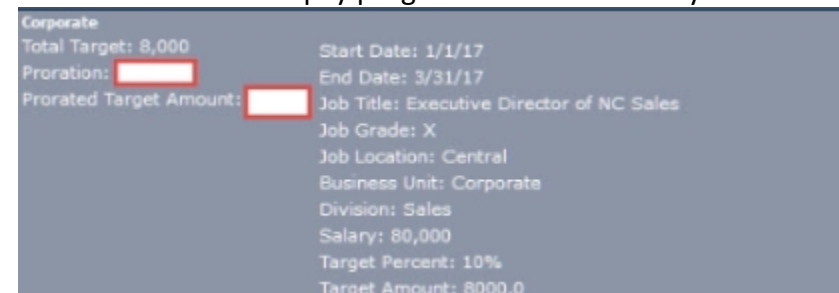In which file do you specify the relationship between bonus plan and business goals?

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

Correct Answer: D
Section:

QUESTION 4
A customer's variable pay program dates are January 1 to December 31, 2017. Given the screenshot below, what are the approximate Proration and Prorated Target Amount for this assignment?

Corporate
Total Target: 8,000
Proration: _____
Prorated Target Amount: _____
Start Date: 1/1/17
End Date: 3/31/17
Job Title: Executive Director of NC Sales
Job Grade: X
Job Location: Central
Business Unit: Corporate
Division: Sales
Salary: 80,000
Target Percent: 10%
Target Amount: 8000.0

A. 75% and 6,000 respectively

B. 25% and 2,000 respectively

C. 75% and 2,000 respectively

D. 25% and 6,000 respectively

Correct Answer: B
Section:

QUESTION 5
Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

A. Step scale

B. Multiplicative

C. Interpolation

D. Additive

E. Direct payout

Correct Answer: B, C, E
Section:

QUESTION 6
What task can you complete in Configure Label Names and Visibility?

A. Change field groups.

B. Relabel employee history fields.

C. Create custom fields.

D. Deactivate form sections.

Correct Answer: D
Section:

QUESTION 7
Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note: There are 2 correct answers to this question.

A. Calculations

B. Lookup values

C. Guidelines

D. Reports

Correct Answer: A, D
Section:

QUESTION 8
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 only

B. Functional, User, Planner, and Any Currency

C. Functional and User

D. Functional, User, and Planner

Correct Answer: C
Section:

QUESTION 9
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. Relevant goal performance is imported into each employee's Assignment History.

B. Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.

C. Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.

D. Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.

Correct Answer: B
Section:

QUESTION 10
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.

A. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.

B. Only employees in bonus plans 'Executive', 'Manager' or 'Employee' are eligible to receive a bonus.

C. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.

D. Only Permanent full-time employees are eligible to receive a bonus.

Correct Answer: C, D
Section:

QUESTION 11
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.

Correct Answer: C
Section:

QUESTION 12
You have an Employee Central client who wants to calculate the basis, based on employee-specific data. From which of the following areas can you get this data? Note: There are 2 correct answers to this question.

A. Job information
B. Job relationships
C. Pay Component non-recurring
D. Compensation information

Correct Answer: A, D
Section:

QUESTION 13
Which of the following are standard criteria that can be used to create guidelines in variable pay? Note: There are 3 correct answers to this question.

A. Division
B. Rating
C. Job level
D. Country
E. Pay grade

Correct Answer: B, C, E
Section:

QUESTION 14
You are implementing an Employee Central-integrated Variable Pay template. The employee has 3 assignment records pulled from Employee Central, each with start and end dates within the bonus period, resulting in NO gaps or overlaps. What is the impact of the 3 assignment records on the payout?

A. The last record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
B. Each record is considered when the employee's bonus payout is calculated and the bonus is prorated based on the dates of each record.
C. The first record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
D. Each record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.

Correct Answer: B
Section:

QUESTION 15
What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

A. Bonus forecast
B. Compensation profile
C. Bonus assignment letter
D. Variable Pay individual view

Correct Answer: C

Section:

QUESTION 16
What is the relationship between goal weights and bonus plans?

A. All bonus plans must have equally weighted business goals.
B. Business goal weights must be created first, before bonus plans are created.
C. Goals are uniquely weighted based on the bonus plan they are assigned to.
D. Goal weights are required to equal 100% for each bonus plan.

Correct Answer: C, D
Section:

QUESTION 17
Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

A. Personal Compensation Statement Notification
B. Bonus Assignment Statement
C. Combined Rewards Statement
D. Variable Pay Rewards Statement
E. Variable Pay Individual View

Correct Answer: A, C, D
Section:

QUESTION 18
Where do you define the payout function type?

A. Business Goal Weights
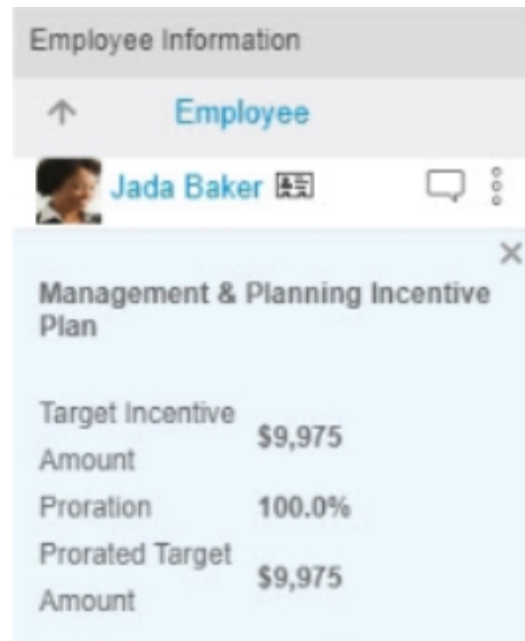B. Business Goals
C. Bonus Plan
D. Background Element

Correct Answer: B
Section:

QUESTION 19
Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?

A. Variable Pay XML template

B. Column Designer

C. Configure Label Names and Visibility

D. Succession data model

Correct Answer: A, B
Section:

QUESTION 20
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 end date. Assignment start date <= PM form start date

B. PM form start date <= Assignment start date. Assignment start date >= PM form end date

C. PM form start date <= Assignment end date. Assignment start date <= PM form end date

D. PM form start date <= Assignment start date. PM form end date <= Assignment end date

Correct Answer: C
Section:

QUESTION 21
Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.

A. dfid1

B. ifid1

C. vfid5

D. ffid1

Correct Answer: C, D
Section:

QUESTION 22
Which of the following system-standard equations are considered to be multiplicative formulas? Note: There are 3 correct answers to this question.

A. Base x business performance x individual performance
B. Base x business performance x team performance x individual performance
C. Base x business performance
D. Base x (business performance + team performance + individual performance)
E. Base x (business performance + individual performance)

Correct Answer: A, B, C
Section:

QUESTION 23
Your customer wants to display historical bonus payments with the current worksheet. How can they show this information? Note: There are 2 correct answers to this question.

A. Define compensation period data in the compensation profile.
B. Configure custom views in plan setup.
C. Build an integration with the previous variable pay goal template.
D. Create eligibility rules to pull historical data from previous plans.

Correct Answer: A, B
Section:

QUESTION 24
Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a custom string column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Title field when the forms are launched?

Effective Date	Department	Job Title	Bonus Plan
June 15, 2019	Sales	Sales Associate	SALES
Jan 23, 2020	Sales	Sales Advisor	SALES
April 1, 2020	Marketing	Marketing Assistant	MKT
November 23, 2020	Marketing	Marketing Manager	MANAGER

A. Marketing Assistant
B. Marketing Manager
C. Sales Advisor
D. Sales Associate

Correct Answer: D
Section:

QUESTION 25
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

Correct Answer: A, B
Section:

QUESTION 26
Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% --- revenue and operating Income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?

A. 4000 x 50% x (80% x 50% + 90% x 50%) + 4000 x 50% x 150%
B. 4000 x 150% x (80% x 50% + 90% x 50%)
C. 150% x (4000 x 50% x (80% + 4000 x 50% x 90%
D. 4000 x 150% + 4000 x (80% x 50% + 90% x 50%)

Correct Answer: A
Section:

QUESTION 27
In which customer scenario do you need to create more than one bonus plan in the same program?

A. The customer has multiple plan period date ranges.
B. The customer is using multiple bonus calculation formulas.
C. The customer has multiple route maps.
D. The customer has multiple sets of business goals.

Correct Answer: D
Section:

QUESTION 28
What report requires that worksheets have been launched before it will show results?

A. Business goal performance
B. Bonus payout
C. Employee history gaps
D. Employee history overlaps

Correct Answer: B
Section:

QUESTION 29
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 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 50% and Country Performance is weighted 50%

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 30% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%

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%

Correct Answer: A, B
Section:

QUESTION 30
Which of the following can be achieved using variable pay gates? Notes: There are 2 correct answers to this question.

A. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.

B. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.

C. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.

D. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is 'Good' or better.

Correct Answer: B, D
Section:

QUESTION 31
In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

A. The bonuses of different groups of employees are affected by different business goals.

B. There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.

C. There are only two business goals, but the weighting of the goals varies by employee grade.

D. In some countries, the bonus is multiplicative, while in others it is additive.

Correct Answer: A, C
Section:

QUESTION 32
How would you assign the same business goal to all employees in a non-EC integrated plan?

A. Use the correct performance management form template.

B. Use the user ID of each employee in the business goals file.

C. Use the Manage Employee grouping.

D. Use a common field value for all employees in the employee history file.

Correct Answer: D
Section:

QUESTION 33
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.

Correct Answer: A
Section:

QUESTION 34
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

Correct Answer: C, D
Section:

QUESTION 35
Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

A. Add the Variable Pay Individual View to the Succession Data Model.
B. Select Display Live Profile View.
C. Configure the employee files.
D. Add the Variable Pay Individual View to the Variable Plan template.
E. Complete the Variable Pay forms.

Correct Answer: A, B, D
Section:

QUESTION 36
What is included in the Bonus Payout Details report? Note: There are 3 correct answers to this question.

A. Total pay items for each employee
B. Bonus calculation for each employee
C. Eligibility criteria for each employee
D. Multiple rows of payout for each employee
E. Payout guidelines for each employee

Correct Answer: B, C, D
Section:

QUESTION 37
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 Bonus Plan Eligibility.
B. Include inactive employees.
C. Use Manager Form Eligibility.

D. Enable global eligibility rule.

E. Configure multiple rules by EC entity for the program.

Correct Answer: E
Section:

QUESTION 38
Which bonus plan configuration is available only when using an import file?

A. Bonus Plan Name

B. Team Section Weight

C. Bonus Cap Percentage

D. Individual Section Weight

Correct Answer: C
Section:

QUESTION 39
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?

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.

Correct Answer: C
Section:

QUESTION 40
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?
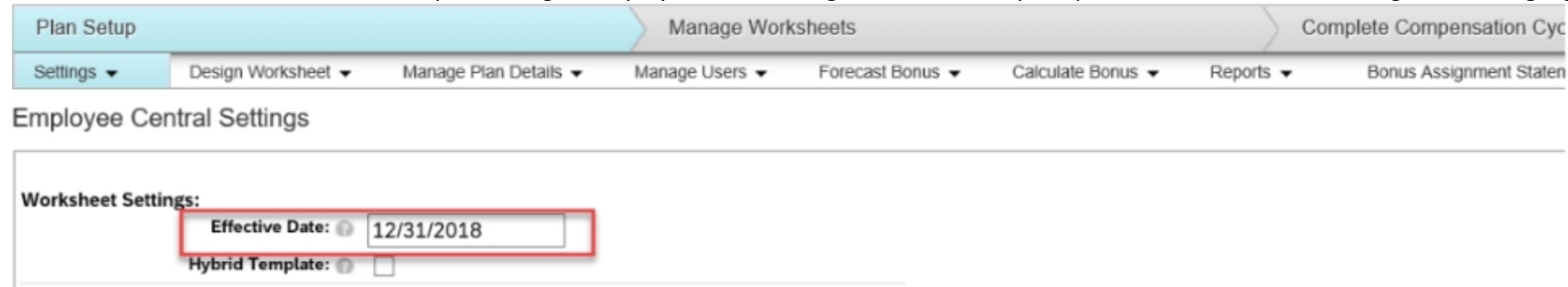
A. Enable Guideline Optimization

B. Use MDF rule instead of imported eligibility rule

C. Hybrid template

D. Enable Suppress Statement

Correct Answer: C
Section:

QUESTION 41
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?

Plan Setup	Manage Worksheets	Complete Compensation Cyc

Settings ▾   Design Worksheet ▾   Manage Plan Details ▾   Manage Users ▾   Forecast Bonus ▾   Calculate Bonus ▾   Reports ▾   Bonus Assignment Staten

Employee Central Settings

Worksheet Settings:

Effective Date: ⓘ   12/31/2018

Hybrid Template: ⓘ ☐

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

Correct Answer: B
Section:

QUESTION 42
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.

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.

Correct Answer: A, B
Section:

QUESTION 43
You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

A. Custom views

B. Executive review

C. Compensation profile

D. Field-based permission

Correct Answer: C
Section: